

Office of Superintendent of Schools  
Board Meeting of September 12, 2001

August 29, 2001

Personnel Management and Services  
Nelson E. Diaz, Deputy Superintendent

**SUBJECT: DISMISSAL OF EMPLOYEE  
JANICE E. HODGSON - CUSTODIAN  
MIAMI PARK ELEMENTARY SCHOOL**

On August 29, 2001, the Superintendent of Schools sent the following letter to Ms. Janice E. Hodgson:

I am exercising my responsibility as Superintendent of Schools and recommending to The School Board of Miami-Dade County, Florida, at its scheduled meeting of September 12, 2001, that the School Board suspend you and initiate dismissal proceedings against you from your current position as Custodian, at Miami Park Elementary School, effective at the close of the workday, September 12, 2001, for just cause, including, but not limited to: excessive absenteeism; abandonment of position; deficient performance and non-performance of job responsibilities; willful neglect of duty; gross insubordination; violation of School Board Rules 6Gx13-4A-1.21, Responsibilities and Duties; and 6Gx13-4E-1.01, Absences and Leaves. This action is taken in accordance with Sections 230.03(2), 230.23(5)(f), 231.3605, 231:44, and 447.209, Florida Statutes; and Article XI, Section 4, of the **Contract between the Miami-Dade County Public Schools and the American Federation of State, County, and Municipal Employees**.

If you wish to contest your suspension and dismissal, you must request in writing within 20 calendar days of the receipt of notice of the Board action, a hearing or grievance/arbitration process as stipulated in the Contract, Articles VII and XI.

RECOMMENDED: That effective September 12, 2001, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Ms. Janice E. Hodgson, Custodian, at Miami Park Elementary School, pending the outcome of a hearing, if requested.

NED:grp

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