

Office of Superintendent of Schools  
Board Meeting of February 13, 2002

January 30, 2002

Personnel Management and Services  
Nelson E. Diaz, Deputy Superintendent

**SUBJECT: DEMOTION OF EMPLOYEE  
ERNESTO DE ARMAS - LEAD CUSTODIAN  
NORTH BEACH ELEMENTARY SCHOOL**

On January 30, 2002, the Superintendent of Schools sent the following letter to Mr. Ernesto de Armas:

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 February 13, 2002, that the School Board demote you from your current position as Lead Custodian, at North Beach Elementary School, to Custodian, effective at the close of the workday, February 13, 2002, for just cause, including, but not limited to: non-performance and deficient performance of job responsibilities; gross insubordination; and violation of School Board Rule 6Gx13-4A-1.21, Responsibilities and Duties. This action is taken in accordance with Sections 230.03(2), 230.23(5)(f), and 447.209, Florida Statutes; and Articles II and XI 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 demotion, 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 February 13, 2002, at the close of the workday, the School Board demote Mr. Ernesto de Armas, as Lead Custodian at North Beach Elementary School, to Custodian, pending the outcome of a hearing or grievance/arbitration process, if requested.

NED:grp

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