

February 25, 2002

Paul R. Philip, Chief of Staff

**SUBJECT: DISMISSAL OF EMPLOYEE  
MICHELLE D. WORD - SCHOOL BUS DRIVER  
CENTRAL WEST TRANSPORTATION CENTER**

On February 25, 2002, the Superintendent of Schools sent the following letter to Ms. Michelle D. Word:

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 March 13, 2002, that the School Board suspend you and initiate dismissal proceedings against you from your current position as School Bus Driver, at Central West Transportation Center, effective at the close of the workday, March 13, 2002, for just cause, including, but not limited to: violation of the Omnibus Transportation Employee Testing Act incorporated in School Board Rule 6Gx13-4-1.05, Drug-Free Workplace General Policy Statement; and 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), 231.3605 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 suspension and dismissal, you must request in writing within 20 calendar days of notice of the Board action, a hearing or grievance/arbitration process as stipulated in the Contract, Articles VII and XI.

**RECOMMENDED:** That effective March 13, 2002, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Ms. Michelle D. Word, School Bus Driver, at Central West Transportation Center, pending the outcome of a hearing, if requested.