

May 2, 2002

Paul R. Philip, Chief of Staff

**SUBJECT: DISMISSAL OF EMPLOYEE
WALFRIDO TORRES - CUSTODIAN
MAE WALTERS ELEMENTARY SCHOOL**

On May 2, 2002, the Superintendent of Schools sent the following letter to Mr. Walfrido Torres:

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 May 15, 2002, that the School Board suspend you and initiate dismissal proceedings against you from your current position as Custodian, at Mae Walters Elementary School, effective at the close of the workday, May 15, 2002, for just cause, including, but not limited to: excessive absenteeism; gross insubordination; non-performance and deficient performance of job responsibilities; and 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 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 May 15, 2002, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Mr. Walfrido Torres, Custodian, at Mae Walters Elementary School, pending the outcome of a hearing, if requested.

PRP:vmb

