

December 19, 2002

Paul R. Philip, Chief of Staff

**SUBJECT: DISMISSAL OF EMPLOYEE  
DEBBIE T. DARLINGTON – FOOD SERVICE MANAGER  
LIBERTY CITY ELEMENTARY SCHOOL**

On December 19, 2002, the Superintendent of Schools sent the following letter to Ms. Debbie T. Darlington:

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 January 15, 2003, that the School Board suspend you and initiate dismissal proceedings against you from your current position as Food Service Manager, at Liberty City Elementary School, effective at the close of the workday, January 15, 2003, for just cause, including, but not limited to: conduct unbecoming a School Board employee; non-performance and deficient performance of job responsibilities; 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), 231.3605 and 447.209, Florida Statutes; and Article XI, Sections 4B, and C 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 January 15, 2003, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Ms. Debbie T. Darlington, Food Service Manager, at Liberty City Elementary School, pending the outcome of a hearing, if requested.

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