

Paul R. Philip, Chief of Staff

**SUBJECT: SUSPENSION OF EMPLOYEE
JOSEPH RUSS - CUSTODIAN
SOUTHWOOD MIDDLE SCHOOL**

On March 19, 2003, the Superintendent of Schools sent the following letter to Mr. Joseph Russ:

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 April 9, 2003, that the School Board suspend you without pay from your current position as Custodian, at Southwood Middle School, for 30 calendar days, effective at the close of the workday, April 9, 2003, for just cause, including, but not limited to: misconduct in office; conduct unbecoming a School Board employee; and violation of School Board Rule 6Gx13-4A-1.21, Responsibilities and Duties. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), and 447.209, Florida Statutes; and Article XI 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, 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 April 9, 2003, at the close of the workday, the School Board suspend Mr. Joseph Russ, Custodian, at Southwood Middle School, for 30 calendar days without pay, pending the outcome of a hearing, if requested.

PRP:vmb