

Office of Superintendent of Schools  
Board Meeting of September 10, 2003

August 27, 2003

Paul R. Philip, Chief of Staff

**SUBJECT: DISMISSAL OF EMPLOYEE  
VICTOR L. HOWARD - PARAPROFESSIONAL  
CENTENNIAL MIDDLE SCHOOL**

On August 27, 2003, the Superintendent of Schools sent the following letter to Mr. Victor L. Howard:

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 September 10, 2003, that the School Board suspend you and initiate dismissal proceedings against you from your current position as Paraprofessional, at Centennial Middle School, effective at the close of the workday, September 10, 2003, for just cause, including, but not limited to: immorality; misconduct in office; conduct unbecoming a School Board employee; and violation of School Board Rule 6Gx13- 4-1.09, Employee-Student Relationships. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.40, and 447.209, Florida Statutes.

If you wish to contest your suspension and dismissal, you must request a hearing in writing within 20 calendar days of the receipt of notice of the Board action, in which case, formal charges will be filed and a hearing will be held before an administrative law judge.

**RECOMMENDED:** That effective September 10, 2003, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Mr. Victor L. Howard, Paraprofessional, at Centennial Middle School, pending the outcome of a hearing, if requested.

PRP:vmb

**F-15**