

Paul R. Philip, Chief of Staff

**SUBJECT: DISMISSAL OF EMPLOYEE
CLARENCE E. CLEAR, II - CUSTODIAN
C.O.P.E. CENTER NORTH**

On October 8, 2003, the Superintendent of Schools sent the following letter to Mr. Clarence E. Clear, II:

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 October 22, 2003, that the School Board suspend you and initiate dismissal proceedings against you from your current position as Custodian, at C.O.P.E. Center North, effective at the close of the workday, October 22, 2003, for just cause, including, but not limited to: non-compliance with administrative directives; gross insubordination; excessive absenteeism; 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 1001.32(2), 1012.22(1)(f), 1012.40, 1012.67 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 October 22, 2003, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Mr. Clarence E. Clear, II, Custodian, at C.O.P.E. Center North, pending the outcome of a hearing, if requested.

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