

Office of Professional Standards  
Maria Teresa Rojas, Assistant Superintendent

**SUBJECT: RECOMMENDED SUSPENSION WITHOUT PAY AND INITIATE  
DISMISSAL PROCEEDINGS OF EMPLOYEE PENDING APPEAL  
MICHAEL A. HOWARD - LEAD CUSTODIAN  
KENDALE LAKES ELEMENTARY SCHOOL**

**LINK TO DISTRICT STRATEGIC PLAN IMPROVE EFFECTIVENESS OF INSTRUCTION  
AND EFFICIENCY OF OPERATIONS**

On May 8, 2009, the following letter was sent to Mr. Michael A. Howard:

This is to notify you that the Superintendent of Schools will be recommending to The School Board of Miami-Dade County, Florida, at its scheduled meeting of May 20, 2009, that the School Board suspend you without pay and initiate dismissal proceedings against you from your current position as Lead Custodian at Kendale Lakes Elementary School, effective at the close of the workday, May 20, 2009, for just cause, including, but not limited to: non-performance and deficient performance of job responsibilities; gross insubordination; and violation of School Board Rules 6Gx13- 4A-1.21, Responsibilities and Duties, and 6Gx13- 4A-1.213, Code of Ethics. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.40 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 proceeding. The grievance/arbitration proceeding is regulated by Articles VII and XI of the AFSCME Contract. Your selection of one appeal method waives the right to select the other appeal method in the future. If you select arbitration, you must also notify AFSCME of your selection and obtain AFSCME's written concurrence.

If the School Board accepts (or approves) the Superintendent's recommendation, you will be notified of the School Board's action.

**RECOMMENDED:** That effective May 20, 2009, at the close of the workday, the School Board suspend without pay and initiate dismissal proceedings against Mr. Michael A. Howard, Lead Custodian at Kendale Lakes Elementary School, pending the outcome of a hearing, if requested.

MTR