

Office of Professional Standards
Maria Teresa Rojas, Assistant Superintendent

**SUBJECT: RECOMMENDED SUSPENSION WITHOUT PAY
OF EMPLOYEE FOR 30 CALENDAR DAYS
JAMES C. CROWDER, JR. – CUSTODIAN
DR. MICHAEL KROP SENIOR HIGH SCHOOL**

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

On September 30, 2009, the following letter was sent to Mr. James C. Crowder, Jr.:

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 October 14, 2009, that the School Board suspend you without pay from your current position as Custodian at Dr. Michael Krop Senior High School, for 30 calendar days, effective at the close of the workday, October 14, 2009, for just cause, including, but not limited to: violation of School Board Rules 6Gx13- 4-1.09, Employee-Student Relationships; 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), 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 (AFSCME)**.

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

You have waived, in writing, your right to contest your suspension

RECOMMENDED: That effective October 14, 2009, at the close of the workday, the School Board suspend Mr. James C. Crowder, Jr., Custodian at Dr. Michael Krop Senior High School, for 30 calendar days without pay.

MTR