Office of Superintendent of Schools   October 10, 2011
Board Meeting of October 19, 2011

Freddie Woodson, Deputy Superintendent
District/School Operations

SUBJECT: RECOMMENDED SUSPENSION WITHOUT PAY AND INITIATE
                  DISMISSAL PROCEEDINGS OF EMPLOYEE PENDING APPEAL
                  QUENTIN M. COLLIER – CUSTODIAN
                  HOMESTEAD MIDDLE SCHOOL

LINK TO STRATEGIC
FRAMEWORK: SCHOOL/DISTRICT LEADERSHIP

On October 10, 2011, the following letter was sent to Mr. Quentin M. Collier:

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 19, 2011, that the School Board suspend you without pay and initiate
dismissal proceedings against you from your current position as Custodian at
Homestead Middle School, effective at the close of the workday, October 19,
2011, for just cause, including, but not limited to: violation of School Board
Policies 4210, Standards of Ethical Conduct; and 4210.01, 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 (AFSCME).**

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 October 19, 2011, at the close of the workday, The School
               Board suspend without pay and initiate dismissal proceedings against
               Mr. Quentin M. Collier, Custodian, at Homestead Middle School pending
               the outcome of a hearing, if requested.

FW

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