

MEMORANDUM

April 11, 2011

TO: The Honorable Chair and Members of The School Board of Miami-Dade County, Florida

FROM: Alberto M. Carvalho, Superintendent of Schools *AMC*

SUBJECT: WITHDRAWAL OF AGENDA ITEM D-55

The attached Agenda Item D-55 is being withdrawn from the April 13, 2011 Agenda due to the fact that Mr. Jeffery D. Brown tendered his resignation effective April 11, 2011. Acceptance of the resignation will obviate the need for any further action on this matter.

AMC:dco
M-1001
Attachment

cc: Superintendent's Cabinet
School Board Attorney

Office of Superintendent of Schools
Board Meeting of April 13, 2011

March 28, 2011

Freddie Woodson, Deputy Superintendent
District/School Operations

**SUBJECT: RECOMMENDED SUSPENSION WITHOUT PAY AND INITIATE
DISMISSAL PROCEEDINGS OF EMPLOYEE PENDING APPEAL
JEFFERY D. BROWN – LEAD CUSTODIAN
NORLAND ELEMENTARY SCHOOL**

**LINK TO STRATEGIC
FRAMEWORK: SCHOOL/DISTRICT LEADERSHIP**

On March 28, 2011, the following letter was sent to Mr. Jeffery D. Brown:

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 April 13, 2011, that the School Board suspend you without pay and initiate dismissal proceedings against you from your current position as Lead Custodian at Norland Elementary School, effective at the close of the workday, April 13, 2011, for just cause, including but not limited to: conduct unbecoming a School Board employee; and violation of School Board Rules 6Gx13- 4C-1.022, Employment Standards and Fingerprinting of All Employees; 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 April 13, 2011, at the close of the workday, The School Board suspend without pay and initiate dismissal proceedings against Mr. Jeffery D. Brown, Lead Custodian at Norland Elementary School, pending the outcome of a hearing, if requested.

FW

**Withdrawn
(April 11, 2011)
D-55**