

Freddie Woodson, Deputy Superintendent  
District/School Operations

**SUBJECT: RECOMMENDED SUSPENSION WITHOUT PAY AND INITIATE  
DISMISSAL PROCEEDINGS OF EMPLOYEE PENDING APPEAL  
JEFFRY G. NELSON – FOOD SERVICE MANAGER III  
FOOD & NUTRITION**

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

On June 1, 2011, the following letter was sent to Mr. Jeffry G. Nelson:

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 June 15, 2011, that the School Board suspend you without pay and initiate dismissal proceedings against you from your current position as Food Service Manager III at Food & Nutrition, effective at the close of the workday, June 15, 2011, 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), 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 June 15, 2011, at the close of the workday, The School Board suspend without pay and initiate dismissal proceedings against Mr. Jeffry G. Nelson, Food Service Manager III at Food & Nutrition, pending the outcome of a hearing, if requested.

FW

**D-55**