

Office of Professional Standards
Maria Teresa Rojas, Assistant Superintendent

**SUBJECT: RECOMMENDED ACCEPTANCE OF AGREED UPON
DISCIPLINARY ACTIONS - SUSPENSION WITHOUT PAY OF
EMPLOYEES**

**30 WORKDAYS
BRENDA A. CASON – PARAPROFESSIONAL II
BISCAYNE GARDENS ELEMENTARY SCHOOL**

**30 WORKDAYS
ODELL DOWNER – TEACHER
BEL-AIRE ELEMENTARY SCHOOL**

**15 WORKDAYS
DAISY DRUMMOND – TEACHER
BUNCHE PARK ELEMENTARY SCHOOL**

**5 WORKDAYS
NIURKA M. ECHEZABAL – SERGEANT
SPECIAL PROJECTS AND PATROL**

**15 CALENDAR DAYS
MARTHA W. GORDON – SCHOOL BUS DRIVER
CENTRAL WEST TRANSPORTATION CENTER**

**30 WORKDAYS
JEFFREY N. HAMILTON – TEACHER
PARKWAY MIDDLE SCHOOL**

**30 WORKDAYS
TAWNIA V. JENKINS-BROWN – TEACHER
MANDARIN LAKES ACADEMY**

**25 WORKDAYS
JEANETTE JUMAN-YASSIN – TEACHER
SOUTH MIAMI COMMUNITY MIDDLE SCHOOL**

**30 WORKDAYS
BRIGITTE Y. KAVANAUGH- TEACHER
G.W. CARVER MIDDLE SCHOOL**

**30 WORKDAYS
MARIA KNIGHT – PARAPROFESSIONAL
COMSTOCK ELEMENTARY SCHOOL**

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25 WORKDAYS
YANELYS SARMIENTO – TEACHER
OLINDA ELEMENTARY SCHOOL

30 CALENDAR DAYS, DEMOTION TO CUSTODIAN, AND
REASSIGNMENT TO A NEW WORK LOCATION
JULIUS SAWYER – HEAD CUSTODIAN
HIALEAH ELEMENTARY SCHOOL

20 WORKDAYS
MARCIA W. STIRRUP – TEACHER
COMSTOCK ELEMENTARY SCHOOL

15 CALENDAR DAYS
LILLIAN STRINGER – SCHOOL BUS AIDE
CENTRAL EAST TRANSPORTATION CENTER

20 WORKDAYS
ANTHONY A. SYMONS – TEACHER
LAURA C. SAUNDERS ELEMENTARY SCHOOL

30 CALENDAR DAYS, AND REASSIGNMENT TO A NEW WORK
LOCATION
LLOYD WILLIAMS – LEAD CUSTODIAN
JOHN SCHEE TRANSPORTATION CENTER

5 WORKDAYS
BARRY J. WILSON – TEACHER
CHARLES R. DREW MIDDLE SCHOOL

12 CALENDAR DAYS
CHARMIKA S. WRIGHT – SCHOOL BUS DRIVER
NORTH TRANSPORTATION CENTER

**LINK TO DISTRICT
FRAMEWORK:**

SCHOOL/DISTRICT LEADERSHIP

On August 25, 2010, the above-listed employees were provided written notice of the recommended disciplinary action in their respective cases and have agreed in writing to same and to waive their right to an administrative hearing and/or for the grievance/arbitration process in the following manner:

Brenda A. Cason: suspension from her position as a paraprofessional II at Biscayne Gardens Elementary School, for thirty (30) workdays, effective at the close of the workday on September 7, 2010, for just cause, including, but not limited to: violation of School Board Rules 6Gx13- 4A-1.21, Responsibilities and Duties; 6Gx13- 5D-1.07, Corporal Punishment-Prohibited; 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.

Odell Downer: suspension from his position as a teacher at Bel-Aire Elementary School, without pay for thirty (30) workdays, effective at the close of the workday on September 7, 2010, for just cause, including, but not limited to: 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), 1012.33, and 447.209, Florida Statutes and State Board Rules 6B-1.001; and 6B1.006 (3) (a) (e) (f).

Daisy Drummond: suspension from her position as a teacher at Bunche Park Elementary School, without pay for fifteen (15) workdays, effective at the close of the workday on September 7, 2010, for just cause, including, but not limited to: 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); 1012.33, and 447.209, Florida Statutes.

Niurka M. Echezabal: suspension from her position as a sergeant at Special Projects and Patrol, for five (5) workdays, effective at the close of the workday on September 7, 2010, for just cause, including, but not limited to: improper conduct; and violation of Miami-Dade Schools Police Department (M-DSPD) Standard Operating Procedure, Operations 13.1, Standards of Conduct; and School Board Rule 6Gx13- 4A-1.21, Responsibilities and Duties. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), and 447.209, Florida Statutes; and Article X of the **Contract between the Miami-Dade County Public Schools and the Florida State Lodge, Fraternal Order of Police**.

Martha W. Gordon: suspension from her position as a school bus driver at Central West Transportation Center, without pay for fifteen (15) calendar days, effective at the close of the workday on September 7, 2010, for just cause, including, but not limited to: violation of School Board Rules 6Gx13- 3E-1.10, Transportation-Specific Procedures; and 6Gx13- 4A-1.21, Responsibilities and Duties. 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)**.

Jeffrey N. Hamilton: suspension from his current position as a teacher at Parkway Middle School, without pay for thirty (30) workdays effective at the close of the workday, September 7, 2010, for just cause, including, but not limited to: violation of School Board Rules 6Gx13- 4A-1.21, Responsibilities and Duties; 6Gx13- 4A-1.213, Code of Ethics; and 6Gx13- 5D-1.07, Corporal Punishment-Prohibited. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f); 1012.33, and 447.209, Florida Statutes.

Tawnya V. Jenkins-Brown: suspension from her position as a teacher at Mandarin Lakes Academy, without pay for thirty (30) workdays, effective at the close of the workday on September 7, 2010, for just cause, including, but not limited to: violation of School Board Rules 6Gx13- 5D-1.07, Corporal Punishment-Prohibited; 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), 1012.33, and 447.209, Florida Statutes.

Jeanette Juman-Yassin: suspension from her position as a teacher at South Miami Community Middle School, without pay for twenty-five (25) workdays, effective at the close of the workday on September 7, 2010, for just cause, including, but not limited to: 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), 1012.33, and 447.209, Florida Statutes.

Brigitte Y. Kavanaugh: suspension from her position as a teacher at G.W. Carver Middle School, without pay for thirty (30) workdays, effective at the close of the workday, September 7, 2010, for just cause, including, but not limited to: violation of School Board Rules 6Gx13- 4A-1.21, Responsibilities and Duties; 6Gx13- 4A-1.213, Code of Ethics; and 6Gx13- 6A-1.26, Instructional Materials and Resources. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.33, and 447.209, Florida Statutes.

Maria Knight: suspension from her position as a paraprofessional at Comstock Elementary School, without pay for thirty (30) workdays, effective at the close of the workday on September 7, 2010, for just cause, including, but not limited to: 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), and 447.209, Florida Statutes.

Yanelys Sarmiento: suspension from her position as a teacher at Olinda Elementary School, without pay for twenty-five (25) workdays, effective at the close of the workday on September 7, 2010, for just cause, including, but not limited to: 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), 1012.33, and 447.209, Florida Statutes.

Julius L. Sawyer: suspension from his position as a head custodian at Hialeah Elementary School, for thirty (30) calendar days, demotion to custodian and reassignment to a new work location, effective at the close of the workday on September 7, 2010, for just cause, including, but not limited to: violation of School Board Rules 6Gx13- 4-1.08, Violence in the Workplace; and 6Gx13- 4A-1.21, Responsibilities and Duties. 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)**.

Marcia W. Stirrup: suspension from her position as a teacher at Comstock Elementary School, without pay for twenty (20) workdays, effective at the close of the workday on September 7, 2010, for just cause, including, but not limited to: 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), 1012.33, and 447.209, Florida Statutes.

Lillian Stringer: suspension from her position as a school bus aide at Central East Transportation Center, without pay for fifteen (15) calendar days, effective at the close of the workday on September 7, 2010, for just cause, including, but not limited to: violation of School Board Rules 6Gx13- 4A-1.08, Violence in the Workplace; and 6Gx13- 4A-1.21, Responsibilities and Duties. 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)**.

Anthony A. Symons: suspension from his position as a teacher at Laura C. Saunders Elementary School, without pay for twenty (20) workdays, effective at the close of the workday on September 7, 2010, for just cause, including, but not limited to: misconduct in office; 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), 1012.33, and 447.209, Florida Statutes and State Board Rules 6B-1.001; and 6B1.006 (3) (a) (e) (f).

Lloyd Williams: suspension from his position as a lead custodian at John Schee Transportation Center, without pay for thirty (30) calendar days, and reassignment to a new work location, effective at the close of the workday on September 7, 2010, 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), 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)**.

Barry J. Wilson: suspension from his position as a teacher at Charles R. Drew Middle School, without pay for five (5) workdays, effective at the close of the workday on September 7, 2010, for just cause, including, but not limited to: misconduct in office. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.33, and 447.209, Florida Statutes.

Charmika S. Wright: suspension from her position as a school bus driver at North Transportation Center, without pay for twelve (12) calendar days, effective at the close of the workday on September 7, 2010, for just cause, including, but not limited to: violation of School Board Rules 6Gx13- 3E-1.10, Transportation-Specific Procedures; and 6Gx13- 4A-1.21, Responsibilities and Duties. 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 the Superintendent's recommendation, each employee will be individually notified of the School Board's action.

RECOMMENDED: That the School Board approve the Superintendent's recommendation for the disciplinary actions, which have been agreed to by each listed employee in the following manner:

- 1) Ms. Brenda A. Cason, Paraprofessional II, Biscayne Gardens Elementary School - suspension from employment without pay for thirty (30) workdays, effective at the close of the workday, September 7, 2010;
- 2) Mr. Odell Downer, Teacher, Bel-Aire Elementary School - suspension from employment without pay for thirty (30) workdays, effective at the close of the workday on September 7, 2010;
- 3) Ms. Daisy Drummond, Teacher, Bunche Park Elementary School - suspension from employment without pay for fifteen (15) workdays, effective at the close of the workday on September 7, 2010;
- 4) Ms. Niurka M. Echezabal, Sergeant, Special Projects and Patrol - suspension from employment without pay for five (5) workdays, effective at the close of the workday on September 7, 2010;
- 5) Ms. Martha W. Gordon, School Bus Driver, Central West Transportation Center - suspension from employment without pay for fifteen (15) calendar days, effective at the close of the workday on September 7, 2010;
- 6) Mr. Jeffrey N. Hamilton, Teacher, Parkway Middle School - suspension from employment without pay for thirty (30) workdays, effective at the close of the workday on September 7, 2010;
- 7) Ms. Tawnya V. Jenkins-Brown, Teacher, Mandarin Lakes Academy - suspension from employment without pay for thirty (30) workdays, effective at the close of the workday on September 7, 2010;
- 8) Ms. Jeanette Juman-Yassin, Teacher, South Miami Community Middle School - suspension from employment without pay for twenty-five (25) workdays, effective at the close of the workday on September 7, 2010;

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- 9) Ms. Brigitte Y. Kavanaugh, Teacher, G.W. Carver Middle School - suspension from employment without pay for thirty (30) workdays, effective at the close of the workday on September 7, 2010;
- 10) Ms. Maria Knight, Paraprofessional, Comstock Elementary School - suspension from employment without pay for thirty (30) workdays, effective at the close of the workday on September 7, 2010;
- 11) Ms. Yanelys Sarmiento, Teacher, Olinda Elementary School - suspension from employment without pay for twenty-five (25) workdays, effective at the close of the workday on September 7, 2010;
- 12) Mr. Julius L. Sawyer, Head Custodian, Hialeah Elementary School - suspension from employment without pay for thirty (30) calendar days, demotion to custodian and reassignment to a new work location, effective at the close of the workday on September 7, 2010;
- 13) Ms. Marcia W. Stirrup, Teacher, Comstock Elementary School - suspension from employment without pay for twenty (20) workdays, effective at the close of the workday on September 7, 2010;
- 14) Ms. Lillian Stringer, School Bus Aide, Central East Transportation Center - suspension from employment without pay for fifteen (15) calendar days, effective at the close of the workday on September 7, 2010;
- 15) Mr. Anthony A. Symons, Teacher, Laura C. Saunders Elementary School - suspension from employment without pay for twenty (20) workdays, effective at the close of the workday on September 7, 2010;
- 16) Mr. Lloyd Williams, Lead Custodian, John Schee Transportation Center - suspension from employment without pay for thirty (30) calendar days, and reassignment to a new work location, effective at the close of the workday on September 7, 2010;
- 17) Mr. Barry J. Wilson, Teacher, Charles R. Drew Middle School - suspension from employment without pay for five (5) workdays, effective at the close of the workday on September 7, 2010;
- 18) Ms. Charmika S. Wright, School Bus Driver, North Transportation Center - suspension from employment without pay for twelve (12) calendar days, effective at the close of the workday, September 7, 2010.

Revised