

Office of Professional Standards  
Maria Teresa Rojas, Assistant Superintendent

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

**25 WORKDAYS  
DARLENE CAMPBELL - TEACHER  
MADISON MIDDLE SCHOOL**

**25 CALENDAR DAYS  
DYLANTHIA MCDONALD  
NORTHEAST TRANSPORTATION CENTER**

**30 WORKDAYS  
ROBERT W. CARRILLO – SECONDARY COUNSELOR  
NAUTILUS MIDDLE SCHOOL**

**35 WORKDAYS  
MAISELYN A. RICKETTS - TEACHER  
LAWTON CHILES MIDDLE SCHOOL**

**3 WORKDAYS  
REYNALDO SAN MIGUEL - TEACHER  
ZELDA GLAZER MIDDLE SCHOOL**

**40 WORKDAYS  
SHONTE N. SMITH – TEACHER  
REDONDO ELEMENTARY SCHOOL**

**30 CALENDAR DAYS AND DEMOTION TO LEAD CUSTODIAN  
OSCAR ARCE – HEAD CUSTODIAN  
MIAMI KILLIAN SENIOR HIGH SCHOOL**

} Added

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

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:

MTR

**Revised 2  
D-61**

Darlene Campbell: suspension from her position as a teacher at Madison Middle School for twenty-five (25) workdays, effective on November 29, 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 6B-1006 (a) (e) (f).

Dylanthia McDonald: suspension from her position as a school bus driver at Northeast Transportation Center for twenty-five (25) calendar days, effective on November 29, 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 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)**.

Robert W. Carrillo: suspension from his position as a secondary counselor at Nautilus Middle School for thirty (30) workdays, effective on November 29, 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.

Maiselyn A. Ricketts: suspension from her position as a teacher at Lawton Chiles Middle School for thirty-five (35) workdays, effective on November 29, 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 6B-1.006 (a) (e) (f) .

Reynaldo San Miguel: suspension from his position as a teacher at Zelda Glazer Middle School for three (3) workdays, effective on November 29, 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-1.112, Acceptable Use Policy for the Internet. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f); 1012.33, and 447.209, Florida Statutes.

Shonte N. Smith: suspension from her position as a teacher at Redondo Elementary School for forty (40) workdays, effective on November 29, 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.

Oscar Arce: suspension from his position as a head custodian at Miami Killian Senior High School for thirty (30) calendar days and demotion to lead custodian, effective on November 29, 2010, for just cause, including, but not limited to: violation of School Board Rules 6Gx13- 4A-1.21, Responsibilities and Duties; and 6Gx13- 4A-1.01, Equal Opportunity Employment and Assignment. 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**.

Added

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. Darlene Campbell, Teacher, Madison Middle School - suspension from employment without pay for twenty-five (25) workdays, effective November 29, 2010.
- 2) Ms. Dylanthia D. McDonald, School Bus Driver, Northeast Transportation Center - suspension from employment without pay for twenty-five (25) calendar days, effective November 29, 2010.
- 3) Mr. Robert W. Carrillo, Secondary Counselor, Nautilus Middle School - suspension from employment without pay for thirty (30) workdays, effective November 29, 2010.
- 4) Ms. Maiselyn A. Ricketts, Teacher, Lawton Chiles Middle School - suspension from employment without pay for thirty-five (35) workdays, effective November 29, 2010.
- 5) Mr. Reynaldo San Miguel, Teacher, Zelda Glazer Middle School - suspension from employment without pay for three (3) workdays, effective November 29, 2010.
- 6) Ms. Shonte N. Smith, Teacher, Redondo Elementary School - suspension from employment without pay for forty (40) workdays, effective November 29, 2010.
- 7) Mr. Oscar Arce, Head Custodian, Miami Killian Senior High School - suspension from employment without pay for thirty (30) calendar days and demotion to lead custodian, effective November 29, 2010. } Added