

Office of Professional Standards
Maria Teresa Rojas, Assistant Superintendent

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

**10 WORKDAYS
ANDREA BERNAL – PARAPROFESSIONAL
HOWARD D. MCMILLAN MIDDLE SCHOOL**

**20 WORKDAYS
JUAN D. CERDA – TEACHER
MAYS MIDDLE SCHOOL**

**30 WORKDAYS
SAMANTHA M. DUGUE – TEACHER
FIENBERG/FISHER K-8 CENTER**

**5 WORKDAYS
GEORGE W. BETHEA – TEACHER
GLORIA FLOYD ELEMENTARY SCHOOL**

**25 WORKDAYS
SHARLEE B. PEABODY – TEACHER
HOLMES ELEMENTARY SCHOOL**

**30 WORKDAYS
SHEILA J. WILSON – PARAPROFESSIONAL II – THERAPEUTIC
BISCAYNE GARDENS ELEMENTARY SCHOOL**

**25 WORKDAYS
ANTOINETTE S. MCKAY – TEACHER
JOSE DE DIEGO MIDDLE SCHOOL**

**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:

Andrea Bernal: suspension from her position as a paraprofessional at Howard D. McMillan Middle School for ten (10) workdays, effective on December 16, 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); and 447.209, Florida Statutes.

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Juan D. Cerda: suspension from his position as a teacher at Mays Middle School for twenty (20) workdays, effective on December 16, 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 6B-1.006.

Samantha M. Dugue: suspension from her position as a teacher at Fienberg/Fisher K-8 Center for thirty (30) workdays, effective on December 16, 2010, for just cause, including, but not limited to: violation of School Board Rule 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.

George W. Bethea: suspension from his position as a teacher at Gloria Floyd Elementary School for five (5) workdays, effective on December 16, 2010, for just cause, including, but not limited to: violation of 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), 1012.33, and 447.209, Florida Statutes.

Sharlee B. Peabody: suspension from her position as a teacher at Holmes Elementary School for twenty five (25) workdays, effective on December 16, 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.

Sheila J. Wilson: suspension from her position as a paraprofessional II – therapeutic at Biscayne Gardens Elementary School for thirty (30) workdays, effective on December 16, 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), and 447.209, Florida Statutes.

Antoinette S. McKay: suspension from her position as a teacher at Jose de Diego Middle School for twenty five (25) workdays, effective on December 16, 2010, for just cause, including, but not limited to: violation of School Board Rules 6Gx13- 4-1.08, Violence in the Workplace; 6Gx13- 4A-1.21, Responsibilities and Duties; 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.

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. Andrea Bernal, Paraprofessional, Howard D. McMillan Middle School – suspension from employment without pay for ten (10) workdays, effective December 16, 2010.
- 2) Mr. Juan D. Cerda, Teacher, Mays Middle School – suspension from employment without pay for twenty (20) workdays, effective December 16, 2010.

- 3) Ms. Samantha M. Dugue, Teacher, Fienberg/Fisher K-8 Center – suspension from employment without pay for thirty (30) workdays, effective December 16, 2010.
- 4) Mr. George W. Bethea, Teacher, Gloria Floyd Elementary School – suspension from employment without pay for five (5) workdays, effective December 16, 2010.
- 5) Ms. Sharlee B. Peabody, Teacher, Holmes Elementary School – suspension from employment without pay for twenty five (25) workdays, effective December 16, 2010.
- 6) Ms. Sheila J. Wilson, Paraprofessional II - Therapeutic, Biscayne Gardens Elementary School – suspension from employment without pay for thirty (30) workdays, effective December 16, 2010.
- 7) Ms. Antoinette S. McKay, Teacher, Jose de Diego Middle School – suspension from employment without pay for twenty five (25) workdays, effective December 16, 2010.