

Freddie Woodson, Deputy Superintendent  
District/School Operations

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

**20 WORKDAYS**

**OLGA I. ACEBO – ELEMENTARY SCHOOL ASSISTANT  
LAKEVIEW ELEMENTARY SCHOOL**

**20 CALENDAR DAYS**

**SHARON Y. BYRD – PART-TIME FOOD SERVICE WORKER II  
MIAMI CAROL CITY SENIOR HIGH SCHOOL**

**15 CALENDAR DAYS**

**SILVERIO RIOS-ROSADO – CUSTODIAN  
FELIX VARELA SENIOR HIGH SCHOOL**

**5 WORKDAYS**

**SABRINA I. ARCE – SECRETARY/TREASURER  
WHISPERING PINES ELEMENTARY SCHOOL**

**30 WORKDAYS**

**JORGE GOMEZ – MEDIA SPECIALIST  
DR. ROBERT B. INGRAM ELEMENTARY SCHOOL**

**20 WORKDAYS**

**DIONNE M. JAMES – TEACHER  
NATHAN B. YOUNG ELEMENTARY SCHOOL**

**5 WORKDAYS**

**RODOLFO A. SERNA – TEACHER  
MIAMI LAKES MIDDLE SCHOOL**

**30 WORKDAYS**

**JOANN TOMAS – TEACHER  
DR. WILLIAM A. CHAPMAN ELEMENTARY 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. The above-listed suspensions shall be effective at the close of the workday on October 19, 2011, in the following manner:

**D-55**

Olga I. Acebo: suspension from her position as Elementary School Assistant, at Lakeview Elementary School for twenty (20) workdays, 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.

Sharon Y. Byrd: suspension from her position as Part-time Food Service Worker II, at Miami Carol City Senior High School for twenty (20) calendar days, 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- 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)**.

Silverio Rios-Rosado: suspension from his position as Custodian at Felix Varela Senior High School, for fifteen (15) calendar days, for just cause, including, but not limited to: violation of School Board Policies 4380, Threatening Behavior Toward Staff Members; and 4210, Standards of Ethical Conduct. 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)**.

Sabrina I. Arce: suspension from her position as Secretary/Treasurer, at Whispering Pines Elementary School for five (5) workdays, 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.

Jorge Gomez: suspension from his position as Media Specialist, at Dr. Robert B. Ingram Elementary School for thirty (30) workdays, for just cause, including, but not limited to: misconduct in office; and violation of School Board Rules 6Gx13- 4A-1.21, Responsibilities and Duties; 6Gx13- 6A-1.112, Acceptable Use Policy for the Internet; 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, 6B-1.006, and 6B-4.009, FAC.

Dionne M. James: suspension from her position as Teacher, at Nathan B. Young Elementary School for twenty (20) workdays, 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, 6B-1.006, and 6B-4.009, FAC.

Rodolfo A. Serna: suspension from his position as Teacher, at Miami Lakes Middle School for five (5) workdays, 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, 6B-1.006, and 6B-4.009, FAC.

Joann Tomas: suspension from her position as Teacher, at Dr. William A. Chapman Elementary School for thirty (30) workdays, for just cause, including, but not limited to: misconduct in office; 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), 1012.33, and 447.209, Florida Statutes; and State Board Rules 6B-1.001, 6B-1.006, and 6B-4.009, FAC.

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. Olga I. Acebo, Elementary School Assistant, Lakeview Elementary School – suspension from employment without pay for twenty (20) workdays.
- 2) Ms. Sharon Y. Byrd, Part-time Food Service Worker, Miami Carol City Senior High School – suspension from employment without pay for twenty (20) calendar days.
- 3) Mr. Silverio Rios-Rosado, Custodian, Felix Varela Senior High School – suspension from employment without pay for fifteen (15) calendar days.
- 4) Ms. Sabrina I. Arce, Secretary/Treasurer, Whispering Pines Elementary School – suspension from employment without pay for five (5) workdays.
- 5) Mr. Jorge Gomez, Media Specialist, Dr. Robert B. Ingram Elementary School – suspension from employment without pay for thirty (30) workdays.
- 6) Ms. Dionne M. James, Teacher, Nathan B. Young Elementary School – suspension from employment without pay for twenty (20) workdays
- 7) Mr. Rodolfo A. Serna, Teacher, Miami Lakes Middle School – suspension from employment without pay for five (5) workdays
- 8) Ms. Joann Tomas, Teacher, Dr. William A. Chapman Elementary School – suspension from employment without pay for thirty (30) workdays.

The above-listed suspensions shall be effective at the close of the workday on October 19, 2011.

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