

Freddie Woodson, Deputy Superintendent  
District/School Operations

**SUBJECT:            1)    RECOMMENDED ACCEPTANCE OF AGREED UPON  
DISCIPLINARY ACTIONS – SUSPENSION WITHOUT PAY OF  
EMPLOYEES**

**5 CALENDAR DAYS  
BRUNEL JEAN-GUILLAUME – SCHOOL BUS DRIVER  
JACK SCHEE TRANSPORTATION CENTER**

**30 WORKDAYS  
SYLVANA MAYORGA – TEACHER  
MIAMI SHORES ELEMENTARY SCHOOL**

**10 CALENDAR DAYS  
LEON R. GREENAWALD – HEAD CUSTODIAN  
LAKE STEVENS ELEMENTARY SCHOOL**

**10 CALENDAR DAYS  
SAM A. AKRA – LEAD CUSTODIAN  
LAKE STEVENS ELEMENTARY SCHOOL**

**10 CALENDAR DAYS  
ALFONSO MITCHELL, JR. – CUSTODIAN  
LAKE STEVENS ELEMENTARY SCHOOL**

**20 WORKDAYS  
SAMIA FERNANDEZ – TEACHER  
RICHMOND HEIGHTS MIDDLE SCHOOL**

} Added

**2)    RECOMMENDED SUSPENSION WITHOUT PAY OF  
EMPLOYEES PENDING APPEAL**

**30 CALENDAR DAYS  
CATHERINE BASS– SCHOOL BUS DRIVER  
SOUTH TRANSPORTATION CENTER**

**30 CALENDAR DAYS  
SHONRIKA C. HANKS– SCHOOL BUS DRIVER  
JACK SCHEE TRANSPORTATION CENTER**

**5 CALENDAR DAYS  
DAPHNE L. THOMAS – SCHOOL BUS DRIVER  
CENTRAL WEST TRANSPORTATION CENTER**

FW

**Revised  
D-55**

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

The above-listed employees were provided written notice of the recommended disciplinary action in their respective cases.

The first group of employees has agreed in writing to the recommended disciplinary action and to waive their right to an administrative hearing and/or for the grievance/arbitration process in the following manner:

Brunel Jean-Guillaume: suspension from his position as School Bus Driver, at Jack Schee Transportation Center for five (5) calendar days, effective November 23, 2011, 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)**.

Sylvana Mayorga: suspension from her position as Teacher, at Miami Shores Elementary School for thirty (30) workdays, effective November 23, 2011, 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- 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; and State Board Rules 6B-1.001, 6B-1.006, and 6B-4.009, FAC.

Leon R. Greenawald: suspension from his position as Head Custodian, at Lake Stevens Elementary School for ten (10) calendar days, effective November 23, 2011, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; and 4210.01, 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)**.

Sam A. Akra: suspension from his position as Lead Custodian, at Lake Stevens Elementary School for ten (10) calendar days, effective December 5, 2011, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; and 4210.01, 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)**.

Alfonso Mitchell, Jr.: suspension from his position as Custodian, at Lake Stevens Elementary School for ten (10) calendar days, effective December 7, 2011, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; and 4210.01, 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)**.

Samia Fernandez: suspension from her position as Teacher, at Richmond Heights Middle School for twenty (20) workdays, effective November 23, 2011, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policies 3210, Standards of Ethical Conduct; and 3210.01, 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.

Added

The second group of employees is being recommended for disciplinary action in the manner described below and may contest the recommended disciplinary action by requesting in writing a hearing or grievance/arbitration proceeding:

Catherine Bass: suspension from her position as School Bus Driver at South Transportation Center, for 30 calendar days, effective at the close of the workday, November 22, 2011, for just cause, including, but not limited to: violation of School Board Rules 6Gx13- 3E-1.10, Transportation--Specific Procedures, specifically, Safe Driver Plan; 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)**.

Shonrika C. Hanks: suspension from her position as School Bus Driver at Jack Schee Transportation Center, for 30 calendar days, effective at the close of the workday, November 22, 2011, for just cause, including, but not limited to: violation of School Board Rules 6Gx13- 3E-1.10, Transportation--Specific Procedures, specifically, Safe Driver Plan; 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)**.

Daphne L. Thomas: suspension from her position as School Bus Driver at Central West Transportation Center, for 5 calendar days, effective at the close of the workday, November 22, 2011, for just cause, including, but not limited to: violation of School Board Policies 8600, Transportation; 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)**.

If the School Board accepts the Superintendent's recommendation, each employee will be individually notified of the School Board's action.

**RECOMMENDED:**

- 1) 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:
  - A) Mr. Brunel Jean-Guillaume, School Bus Driver, Jack Schee Transportation Center – suspension from employment without pay for five (5) calendar days, effective November 23, 2011.
  - B) Ms. Sylvana Mayorga, Teacher, Miami Shores Elementary School, suspension from employment without pay for thirty (30) workdays, effective November 23, 2011.
  - C) Mr. Leon R. Greenawald, Head Custodian, Lake Stevens Elementary School, suspension from employment without pay for ten (10) calendar days, effective November 23, 2011.
  - D) Mr. Sam A. Akra, Lead Custodian, Lake Stevens Elementary School, suspension from employment without pay for ten (10) calendar days, effective December 5, 2011.
  - E) Mr. Alfonso Mitchell, Jr., Custodian, Lake Stevens Elementary School, suspension from employment without pay for ten (10) calendar days, effective December 7, 2011.
  - F) Ms. Samia Fernandez, Teacher, Richmond Heights Middle School, suspension from employment without pay for twenty (20) workdays, effective November 23, 2011. } Added
  
- 2) That the School Board approve the Superintendent's recommendation for disciplinary action, pending the outcome of a hearing or grievance/arbitration process, if requested, in the following manner:
  - A) Ms. Catherine Bass, School Bus Driver at South Transportation Center, for 30 calendar days, effective November 22, 2011.
  - B) Ms. Shonrika C. Hanks, School Bus Driver at Jack Schee Transportation Center, for 30 calendar days, effective November 22, 2011.
  - C) Ms. Daphne L. Thomas, School Bus Driver at Central West Transportation Center, for 5 calendar days, effective November 22, 2011.