

Freddie Woodson, Deputy Superintendent
District/School Operations

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

**15 WORKDAYS
LISBET GUERRERO – PARAPROFESSIONAL
NORTH GLADE ELEMENTARY SCHOOL**

**5 WORKDAYS
WILLIAM WEINKLE - TEACHER
JOHN A. FERGUSON SENIOR HIGH**

**2) RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTIONS
PENDING APPEAL**

**SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL
PROCEEDINGS
ZACHARY F. GLOVER – CUSTODIAN
JACK SCHEE TRANSPORTATION CENTER**

**SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL
PROCEEDINGS
JAVIS WHEELER – SECURITY MONITOR
NORLAND 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.

The following employees have agreed in writing to the recommended disciplinary action and to waive their right to an administrative hearing or grievance/arbitration proceeding in the following manner:

Lisbet Guerrero: suspension without pay from her position as Paraprofessional, at North Glade Elementary School for fifteen (15) workdays, effective December 15, 2011, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; and 5630, Corporal Punishment and Use of Reasonable Force. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), and 447.209, Florida Statutes.

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**Revised
D-55**

William L. Weinkle: suspension without pay from his position as Teacher, at John A. Ferguson Senior High School for five (5) workdays, effective December 15, 2011, for just cause, including, but not limited to: violation of School Board Rules 6Gx13- 4A-1.21, Responsibilities and Duties (School Board Policy 3210, Standards of Ethical Conduct); and 6Gx13- 4A-1.213, Code of Ethics (School Board Policy 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.

The following employees are being recommended for disciplinary action in the manner described below and may contest the recommended disciplinary action by requesting in writing an administrative hearing or grievance/arbitration proceeding:

Zachary Glover: suspension without pay from his position as Custodian at Jack Schee Transportation Center and initiation of dismissal proceedings, effective December 15, 2011, for just cause, including, but not limited to: gross insubordination; non performance and deficient performance of job responsibilities; and 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), 1012.40, 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)**.

Javis Wheeler: suspension without pay from his position as Security Monitor at Norland Middle School and initiation of dismissal proceedings, effective December 15, 2011, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; and 5630, Corporal Punishment and Use of Reasonable Force. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.40, and 447.209, Florida Statutes.

Revised.

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 disciplinary actions, which have been agreed to by each listed employee in the following manner:
 - A) Ms. Lisbet Guerrero, Paraprofessional, North Glade Elementary School, suspension without pay for fifteen (15) workdays, effective December 15, 2011.
 - B) Mr. William L. Weinkle, Teacher, John A. Ferguson Senior High School, suspension without pay for five (5) workdays, effective December 15, 2011.
 - 2) That the School Board approve the Superintendent's recommendation for disciplinary actions, pending the outcome of an administrative hearing or grievance/arbitration proceeding, if requested, in the following manner:
 - A) Mr. Zachary Glover, Custodian, Jack Schee Transportation Center, suspension without pay and initiation of dismissal proceedings, effective December 15, 2011.
 - B) Mr. Javis Wheeler, Security Monitor, Norland Middle School, suspension without pay and initiation of dismissal proceedings, effective December 15, 2011.