

Freddie Woodson, Deputy Superintendent
District/School Operations

**SUBJECT: 1) RECOMMENDED ACCEPTANCE OF AGREED UPON
DISCIPLINARY ACTION- SUSPENSION WITHOUT PAY**

**10 CALENDAR DAYS
BRIDGET L. EDWARDS – SCHOOL BUS AIDE
SOUTH TRANSPORTATION CENTER**

**10 CALENDAR DAYS
DAMEISHA D. SUMPTER – SCHOOL BUS DRIVER
SOUTH TRANSPORTATION CENTER**

**5 CALENDAR DAYS
DWAYNE M. BROWN – LEAD CUSTODIAN
VAN E. BLANTON ELEMENTARY SCHOOL**

**5 CALENDAR DAYS
CALVIN C. RICHARDSON, III – LEAD CUSTODIAN
LINDA LENTIN K-8 CENTER**

**5 WORKDAYS
OREALI D. ALMEIDA – TEACHER
HIALEAH GARDENS MIDDLE SCHOOL**

**25 WORKDAYS
CAROLYN A. WIGGINS– TEACHER
CAMPBELL DRIVE K-8 CENTER**

**10 WORKDAYS
MICHAEL T. ERWIN – TEACHER
FIENBERG-FISHER K-8 CENTER**

**10 WORKDAYS
CHARLENE Y. CURRY – TEACHER
NORTH COUNTY K-8 CENTER**

**SUSPENSION WITHOUT PAY
7 CALENDAR DAYS
ANGELINA BELCHER – CUSTODIAN
FULFORD ELEMENTARY SCHOOL**

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

Added

FW

**Revised
D-55**

SUSPENSION WITHOUT PAY
30 CALENDAR DAYS
MATTIE R. TRENT – SCHOOL BUS DRIVER
SOUTHWEST TRANSPORTATION CENTER

SUSPENSION WITHOUT PAY
15 WORKDAYS
ALEXANDRO MADRUGA – TEACHER
RONALD REAGAN SENIOR HIGH SCHOOL

SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL
PROCEEDINGS
LISBET GUERRERO – PARAPROFESSIONAL
MIAMI CENTRAL 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.

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:

Bridget L. Edwards: suspension without pay from her position as School Bus Aide at South Transportation Center, for ten (10) calendar days, effective March 19, 2012, for just cause, including, but not limited to: non-performance and deficient performance of job responsibilities; and violation of School Board Policy 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)**.

Dameisha D. Sumpter: suspension without pay from her position as School Bus Driver at South Transportation Center, for ten (10) calendar days, effective March 19, 2012, for just cause, including, but not limited to: non-performance and deficient performance of job responsibilities; and violation of School Board Policy 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)**.

Dwayne M. Brown: suspension without pay from his position as Lead Custodian at Van E. Blanton Elementary School, for five (5) calendar days, effective March 8, 2012, 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)**.

Added

Calvin C. Richardson, III: suspension without pay from his position as Lead Custodian at Linda Lentin K-8 Center, for five (5) calendar days, effective March 8, 2012, 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)**.

Oreali D. Almeida: suspension without pay from her position as Teacher at Hialeah Gardens Middle School, for five (5) workdays, effective March 8, 2012, 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.

Carolyn A. Wiggins: suspension without pay from her position as Teacher at Campbell Drive K-8 Center, for twenty-five (25) workdays, effective March 8, 2012, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policies 3210, Standards of Ethical Conduct; 3210.01, 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), 1012.33, and 447.209, Florida Statutes; and State Board Rules 6B-1.001, 6B-1.006, and 6B-4.009, FAC.

Michael T. Erwin: suspension without pay from his position as Teacher at Fienberg/Fisher K-8 Center, for ten (10) workdays, effective March 8, 2012, 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.

Charlene Y. Curry: suspension without pay from her position as Teacher at North County K-8 Center, for ten (10) workdays, effective March 8, 2012, 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

Angelina R. Belcher: suspension without pay from her position as Custodian at Fulford Elementary School, for seven (7) calendar days, effective March 8, 2012, 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)**.

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:

Mattie R. Trent: suspension without pay from her position as School Bus Driver at Southwest Transportation Center, for thirty (30) calendar days, effective March 8, 2012, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; and 8600, Transportation. 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)**.

Alexandro Madruga: suspension without pay from his position as Teacher at Ronald Reagan Senior High School, for fifteen (15) workdays, effective March 8, 2012, 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.

Lisbet Guerrero: suspension without pay from her position as Paraprofessional at Miami Central Senior High School, and initiation of dismissal proceedings, effective March 8, 2012, 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.

Added

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 action, which has been agreed to by each employee in the following manner:

- A) Ms. Bridget L. Edwards, School Bus Aide, South Transportation Center, suspension without pay for ten (10) calendar days, effective, March 19, 2012.
- B) Ms. Dameisha D. Sumpter, School Bus Driver, South Transportation Center, suspension without pay for ten (10) calendar days, effective, March 19, 2012.
- C) Mr. Dwayne M. Brown, Lead Custodian, Van E. Blanton Elementary School, suspension without pay for five (5) calendar days, effective, March 8, 2012.
- D) Mr. Calvin C. Richardson, III, Lead Custodian, Linda Lentin K-8 Center, suspension without pay for five (5) calendar days, effective, March 8, 2012.
- E) Ms. Oreali D. Almeida, Teacher, Hialeah Gardens Middle School, suspension without pay for five (5) workdays, effective, March 8, 2012.
- F) Ms. Carolyn A. Wiggins, Teacher, Campbell Drive K-8 Center, suspension without pay for twenty-five (25) workdays, effective, March 8, 2012.
- G) Mr. Michael T. Erwin, Teacher, Fienberg/Fisher K-8 Center, suspension without pay for ten (10) workdays, effective, March 8, 2012.
- H) Ms. Charlene Y. Curry, Teacher, North County K-8 Center, suspension without pay for ten (10) workdays, effective, March 8, 2012.
- I) Ms. Angelina R. Belcher, Custodian, Fulford Elementary School, suspension without pay for seven (7) calendar days, effective, March 8, 2012.

Added

2) That the School Board approve the Superintendent's recommendation for disciplinary action, pending the outcome of an administrative hearing or grievance/arbitration proceeding, if requested, in the following manner:

- A) Ms. Mattie R. Trent, School Bus Driver, Southwest Transportation Center, suspension without pay for thirty (30) calendar days, effective, March 8, 2012.
- B) Mr. Alexandro Madruga, Teacher, Ronald Reagan Senior High School, suspension without pay for fifteen (15) workdays, effective, March 8, 2012.
- C) Ms. Lisbet Guerrero, Paraprofessional, Miami Central Senior High School, suspension without pay and initiation of dismissal proceedings, effective March 8, 2012.