

Freddie Woodson, Deputy Superintendent
District/School Operations

SUBJECT: 1) **RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTIONS
PENDING APPEAL**

**SUSPENSION WITHOUT PAY
30 CALENDAR DAYS
LISA D. GRIFFIN – SCHOOL BUS DRIVER
NORTH TRANSPORTATION CENTER**

**SUSPENSION WITHOUT PAY
30 CALENDAR DAYS
KELLY J. ROCHA – SCHOOL BUS DRIVER
NORTHWEST TRANSPORTATION CENTER**

**SUSPENSION WITHOUT PAY
30 CALENDAR DAYS
EBONY J. PETERS – SCHOOL BUS DRIVER
SOUTHWEST TRANSPORTATION CENTER**

**SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL
PROCEEDINGS
CORETTA L. BELTON – SCHOOL BUS DRIVER
JOHN SCHEE TRANSPORTATION CENTER**

**SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL
PROCEEDINGS
ARIEL PEREZ – CUSTODIAN
HOMESTEAD SENIOR HIGH SCHOOL**

2) **RECOMMENDED RESCISSION OF SUSPENSION WITHOUT PAY
AND INITIATION OF DISMISSAL PROCEEDINGS AND
ACCEPTANCE OF RESIGNATION
CASEY W. GLASS – SECURITY MONITOR
CORAL REEF SENIOR HIGH 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.

FW

**Replacement
D-55**

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:

Lisa D. Griffin: suspension without pay from her position as School Bus Driver at North Transportation Center, for thirty (30) calendar days, effective August 20, 2012, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; 8600, Transportation; and 8670, Post Trip Inspections of School Buses. 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)**.

Kelly J. Rocha: suspension without pay from her position as School Bus Driver at Northwest Transportation Center, for thirty (30) calendar days, effective August 20, 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 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)**.

Ebony J. Peters: suspension without pay from her position as School Bus Driver at Southwest Transportation Center, for thirty (30) calendar days, effective August 20, 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 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)**.

Coretta L. Belton: suspension without pay from her position as School Bus Driver at John Schee Transportation Center, and initiation of dismissal proceedings, effective June 14, 2012, for just cause, including, but not limited to: excessive tardiness; non performance and deficient performance of job responsibilities; and violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; and 4430, Leaves of Absence. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.40, 1012.67, 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)**.

Ariel Perez: suspension without pay from his position as Custodian at Homestead Senior High School, and initiation of dismissal proceedings, effective June 14, 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 4213, Student Supervision and Welfare. 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)**.

The following employee was suspended without pay and dismissal proceedings were initiated at the May 16, 2012 School Board Meeting. It is recommended that this action be rescinded and that his resignation be accepted.

Casey W. Glass: On May 1, 2012, Mr. Glass was notified that the Superintendent would be recommending to the School Board at its meeting of May 16, 2012, that he be suspended without pay from his position as Security Monitor at Coral Reef Senior High School and dismissal proceedings be initiated against him for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; and 4380, Threatening Behavior Toward Staff Members. Subsequent to such notification, Mr. Glass tendered his resignation effective May 15, 2012. The acceptance of Mr. Glass' resignation prior to the Board action of May 16, 2012 obviates such action, thereby necessitating its rescission.

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, pending the outcome of an administrative hearing or grievance/arbitration proceeding, if requested, in the following manner:
 - A) Ms. Lisa D. Griffin, School Bus Driver, North Transportation Center, suspension without pay for thirty (30) calendar days, effective August 20, 2012.
 - B) Ms. Kelly J. Rocha, School Bus Driver, Northwest Transportation Center, suspension without pay for thirty (30) calendar days, effective August 20, 2012.
 - C) Ms. Ebony J. Peters, School Bus Driver, Southwest Transportation Center, suspension without pay for thirty (30) calendar days, effective August 20, 2012.
 - D) Ms. Coretta L. Belton, School Bus Driver, John Schee Transportation Center, suspension without pay and initiation of dismissal proceedings, effective June 14, 2012.
 - E) Mr. Ariel Perez, Custodian, Homestead Senior High School, suspension without pay and initiation of dismissal proceedings, effective June 14, 2012.
 - 2) That the School Board approve the Superintendent's recommendation to rescind the suspension without pay and initiation of dismissal proceedings and accept the resignation in the following manner:
 - A) Mr. Casey W. Glass, Security Monitor, Coral Reef Senior High School, acceptance of resignation effective May 15, 2012.