

Enid Weisman, Chief Human Capital Officer
Office of Human Capital Management

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

5 CALENDAR DAYS
JOHNNIE JEFFERSON, JR. – CUSTODIAN
MIAMI HEIGHTS ELEMENTARY SCHOOL

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

SUSPENSION WITHOUT PAY
5 CALENDAR DAYS
CORENTHEIA SIMMONS – SCHOOL BUS DRIVER
NORTH TRANSPORTATION CENTER

SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS
ELIZABETH D. KRISTAL – TEACHER
GULFSTREAM ELEMENTARY SCHOOL

DEMOTION
MARY SWEETING – DIRECTOR I
NORTHEAST TRANSPORTATION CENTER

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 employee has agreed in writing to the recommended disciplinary action and to waive his right to an administrative hearing or grievance/arbitration proceeding in the following manner:

Johnnie Jefferson, Jr.: suspension without pay from his position as Custodian at Miami Heights Elementary School, for five (5) calendar days, effective January 17, 2013, 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. 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)**.

EW

**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:

Corentheia Simmons: suspension without pay from her position as School Bus Driver at North Transportation Center, for five (5) calendar days, effective January 17, 2013, 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)**.

Elizabeth D. Kristal: suspension without pay from her position as Teacher at Gulfstream Elementary School, and initiation of dismissal proceedings, effective January 17, 2013, for just cause, including, but not limited to: failure to correct noted performance deficiencies. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.33, 1012.34, and 447.209, Florida Statutes; and State Board Rule 6A-5.056, FAC.

Mary Sweeting: demotion from her position as Director I at Northeast Transportation Center, to Administrative Assistant Inventory Manager, at Transportation Vehicle Maintenance, effective January 17, 2013, for just cause, including, but not limited to: gross insubordination and willful neglect of duty; non-performance and deficient performance of job responsibilities; and violation of School Board Policies 1210, Standards of Ethical Conduct; and 1210.01, Code of Ethics. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), and 447.209, Florida Statutes.

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 the employee in the following manner:
 - A) Mr. Johnnie Jefferson, Jr., Custodian, Miami Heights Elementary School, suspension without pay for five (5) calendar days, effective January 17, 2013.
 - 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. Corentheia Simmons, School Bus Driver, North Transportation Center, suspension without pay for five (5) calendar days, effective January 17, 2013.
 - B) Ms. Elizabeth D. Kristal, Teacher, Gulfstream Elementary School, suspension without pay and initiation of dismissal proceedings, effective January 17, 2013.
 - C) Ms. Mary Sweeting, Director I, Northeast Transportation Center, demotion to Administrative Assistant Inventory Manager, Transportation Vehicle Maintenance, effective January 17, 2013.