

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

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

12 WORKDAYS
JUANA V. KLEIN – TEACHER
W. R. THOMAS MIDDLE SCHOOL

10 WORKDAYS
RAYMOND VEGA – PARAPROFESSIONAL
SOUTH DADE ADULT EDUCATION CENTER

5 WORKDAYS
MARIANO MERCADO – TEACHER
JAMES H. BRIGHT/J.W. JOHNSON ELEMENTARY SCHOOL
 - 2) **RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTIONS PENDING APPEAL**

SUSPENSION WITHOUT PAY
30 CALENDAR DAYS
PHYATASA D. COX – SCHOOL BUS DRIVER
NORTHEAST TRANSPORTATION CENTER

SUSPENSION WITHOUT PAY
5 CALENDAR DAYS
YOLANDA M. GIBSON – SCHOOL BUS DRIVER
SOUTHWEST TRANSPORTATION CENTER

SUSPENSION WITHOUT PAY
5 CALENDAR DAYS
COLETTE T. MILLER – SCHOOL BUS DRIVER
SOUTHWEST TRANSPORTATION CENTER

SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS
TAMARA H. SNOW – TEACHER
EDUCATIONAL ALTERNATIVE OUTREACH PROGRAM

SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS
WENDELL T. WILSON – PARAPROFESSIONAL II
THOMAS JEFFERSON MIDDLE SCHOOL

EW

**Replacement
D-55**

SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS

**AARON D. ALTHEIM – TEACHER
JOHN F. KENNEDY MIDDLE SCHOOL**

SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS

**KEVIN D. SMITH – TEACHER
LILLIE C. EVANS K-8 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 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:

Juana V. Klein: suspension without pay from her position as Teacher at W. R. Thomas Middle School, for twelve (12) workdays, effective March 14, 2013, 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 3213, Student Supervision and Welfare . 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 6A-5.056, 6B-1.001, and 6B-1.006, FAC.

Raymond Vega: suspension without pay from his position as Paraprofessional at South Dade Adult Education Center, for ten (10) workdays, effective March 14, 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 4213, Student Supervision and Welfare. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), and 447.209, Florida Statutes.

Mariano Mercado: suspension without pay from his position as Teacher at James H. Bright/J.W. Johnson Elementary School, for five (5) workdays, effective March 14, 2013, 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 6A-5.056, 6B-1.001, and 6B-1.006, 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:

Phyatasa D. Cox: suspension without pay from her position as School Bus Driver at Northeast Transportation Center, for thirty (30) calendar days, effective March 14, 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)**.

Yolanda M. Gibson: suspension without pay from her position as School Bus Driver at Southwest Transportation Center, for five (5) calendar days, effective March 14, 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)**.

Colette T. Miller: suspension without pay from her position as School Bus Driver at Southwest Transportation Center, for five (5) calendar days, effective March 14, 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)**.

Tamara H. Snow: suspension without pay and initiation of dismissal proceedings from her position as Teacher at Educational Alternative Outreach Program, effective March 14, 2013, for just cause, including, but not limited to: misconduct in office; gross insubordination; and violation of School Board Policies 3121.01, Employment Standards and Fingerprinting; 3210, Standards of Ethical Conduct; 3210.01, Code of Ethics; 3213, Student Supervision and Welfare; and 3430, Leaves of Absence. 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 6A-5.056, 6B-1.001, and 6B-1.006, FAC.

Wendell T. Wilson: suspension without pay and initiation of dismissal proceedings from his position as Paraprofessional II at Thomas Jefferson Middle School, effective March 14, 2013, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policies 4121.01, Employment Standards and Fingerprinting; 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, 435.04, 435.06, and 447.209, Florida Statutes.

Aaron D. Altheim: suspension without pay and initiation of dismissal proceedings from his position as Teacher at John F. Kennedy Middle School, effective March 14, 2013, for just cause, including, but not limited to: misconduct in office; gross insubordination; and violation of School Board Policies 3210, Standards of Ethical Conduct; 3210.01, Code of Ethics; and 3213, Student Supervision and Welfare. 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 6A-5.056, 6B-1.001, and 6B-1.006, FAC.

Kevin D. Smith: suspension without pay and initiation of dismissal proceedings from his position as Teacher at Lillie C. Evans K-8 Center, effective March 14, 2013, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policies 3121.01, Employment Standards and Fingerprinting; 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, 435.04, 435.06, and 447.209, Florida Statutes; and State Board Rules 6A-5.056, 6B-1.001, and 6B-1.006, FAC.

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 in the following manner:
 - A) Dr. Juana V. Klein, Teacher, W. R. Thomas Middle School, suspension without pay for twelve (12) workdays, effective March 14, 2013.
 - B) Mr. Raymond Vega, Paraprofessional, South Dade Adult, suspension without pay for ten (10) workdays, effective March 14, 2013.
 - C) Mr. Mariano Mercado, Teacher, James H. Bright/J.W. Johnson Elementary School, suspension without pay for five (5) workdays, effective March 14, 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. Phyatasa D. Cox, School Bus Driver, Northeast Transportation Center, suspension without pay for thirty (30) calendar days, effective March 14, 2013.
 - B) Ms. Yolanda M. Gibson, School Bus Driver, Southwest Transportation Center, suspension without pay for five (5) calendar days, effective March 14, 2013.
 - C) Ms. Colette T. Miller, School Bus Driver, Southwest Transportation Center, suspension without pay for five (5) calendar days, effective March 14, 2013.
 - D) Ms. Tamara H. Snow, Teacher, Educational Alternative Outreach Program, suspension without pay and initiation of dismissal proceedings, effective March 14, 2013.
 - E) Ms. Wendell T. Wilson, Paraprofessional II, Thomas Jefferson Middle School, suspension without pay and initiation of dismissal proceedings, effective March 14, 2013.
 - F) Mr. Aaron D. Altheim, Teacher, John F. Kennedy Middle School, suspension without pay and initiation of dismissal proceedings, effective March 14, 2013.
 - G) Mr. Kevin D. Smith, Teacher, Lillie C. Evans K-8 Center, suspension without pay and initiation of dismissal proceedings, effective March 14, 2013.