

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

- SUBJECT:**
- 1) **RECOMMENDED ACCEPTANCE OF AGREED UPON DISCIPLINARY ACTION – SUSPENSION WITHOUT PAY**
 - 3 CALENDAR DAYS**
TERRY L. FAIRELL – CUSTODIAN
THOMAS JEFFERSON MIDDLE SCHOOL
 - 3 CALENDAR DAYS**
MARGARET O. LLOYD – CUSTODIAN
THOMAS JEFFERSON MIDDLE SCHOOL
 - 3 CALENDAR DAYS**
ANDRE MCCLOUD – CUSTODIAN
THOMAS JEFFERSON MIDDLE SCHOOL
 - 2) **RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTIONS PENDING APPEAL**
 - SUSPENSION WITHOUT PAY**
30 CALENDAR DAYS
SAVILIEN JOSEPH – SCHOOL BUS DRIVER
NORTH TRANSPORTATION CENTER
 - SUSPENSION WITHOUT PAY**
30 CALENDAR DAYS
SHAWNDELLA S. GATES – SCHOOL BUS DRIVER
NORTH TRANSPORTATION CENTER
 - SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS**
FRANCIS MADASSERY – TEACHER
NORLAND ELEMENTARY SCHOOL
 - SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS**
SANDY KINDELL – TEACHER
AVENTURA WATERWAYS 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.

EW

**Replacement
D-55**

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:

Terry L. Fairell: suspension without pay from her position as Custodian at Thomas Jefferson Middle School, for three (3) calendar days, effective April 18, 2013, 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)**.

Margaret O. Lloyd: suspension without pay from her position as Custodian at Thomas Jefferson Middle School, for three (3) calendar days, effective April 25, 2013, 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)**.

Andre McCloud: suspension without pay from his position as Custodian at Thomas Jefferson Middle School, for three (3) calendar days, effective May 2, 2013, 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:

Savillen Joseph: suspension without pay from his position as School Bus Driver at North Transportation Center, for thirty (30) calendar days, effective April 18, 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)**.

Shawndella S. Gates: suspension without pay from her position as School Bus Driver at North Transportation Center, for thirty (30) calendar days, effective April 18, 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)**.

Francis Madassery: suspension without pay and initiation of dismissal proceedings from his position as Teacher at Norland Elementary School, effective April 18, 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.

Sandy Kindell: suspension without pay and initiation of dismissal proceedings from his position as Teacher at Aventura Waterways K-8 Center, effective April 18, 2013, for just cause, including, but not limited to: gross insubordination; 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.

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) Ms. Terry L. Fairell, Custodian, Thomas Jefferson Middle School, suspension without pay for three (3) calendar days, effective April 18, 2013.
 - B) Ms. Margaret O. Lloyd, Custodian, Thomas Jefferson Middle School, suspension without pay for three (3) calendar days, effective April 25, 2013.
 - C) Mr. Andre McCloud, Custodian, Thomas Jefferson Middle School, suspension without pay for three (3) calendar days, effective May 2, 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) Mr. Savilien Joseph, School Bus Driver, North Transportation Center, suspension without pay for thirty (30) calendar days, effective April 18, 2013.
 - B) Ms. Shawndella S. Gates, School Bus Driver, North Transportation Center, suspension without pay for thirty (30) calendar days, effective April 18, 2013.
 - C) Mr. Francis Madassery, Teacher, Norland Elementary School, suspension without pay and initiation of dismissal proceedings, effective April 18, 2013.
 - D) Mr. Sandy Kindell, Teacher, Aventura Waterways K-8 Center, suspension without pay and initiation of dismissal proceedings, effective April 18, 2013.

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