

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
JERRY G. TERRY – HEAD CUSTODIAN
CLAUDE PEPPER ELEMENTARY SCHOOL

5 WORKDAYS
DAVID E. GARDNER – TEACHER
GOULDS ELEMENTARY SCHOOL
 - 2) **RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTION PENDING APPEAL**

SUSPENSION WITHOUT PAY
30 WORKDAYS
ARLETHA J. SCOTT – PARAPROFESSIONAL
GATEWAY ENVIRONMENTAL K-8 CENTER

SUSPENSION WITHOUT PAY
15 CALENDAR DAYS
GERALDINE HORDGE – SCHOOL BUS AIDE
CENTRAL EAST TRANSPORTATION CENTER

SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS
ARTHURINE BROWN – PARAPROFESSIONAL
NORTH MIAMI 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.

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:

EW

**Replacement
D-55**

Jerry G. Terry: suspension without pay from his position as Head Custodian at Claude Pepper Elementary School, for five (5) calendar days, effective May 9, 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)**.

David E. Gardner: suspension without pay from his position as Teacher at Goulds Elementary School, for (5) workdays, effective May 9, 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:

Arletha J. Scott: suspension without pay from her position as Paraprofessional at Gateway Environmental K-8 Center, for thirty (30) workdays, effective May 9, 2013, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; 4213, Student Supervision and Welfare; 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.

Geraldine Hordge: suspension without pay from her position as School Bus Aide at Central East Transportation Center, for fifteen (15) calendar days, effective May 9, 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; 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)**.

Arthurine Brown: suspension without pay and initiation of dismissal proceedings from her position as Paraprofessional at North Miami Senior High School, effective May 9, 2013, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; 4213, Student Supervision and Welfare; 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.

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) Mr. Jerry G. Terry, Head Custodian, Claude Pepper Elementary School, suspension without pay for five (5) calendar days, effective May 9, 2013.
 - B) Mr. David E. Gardner, Teacher, Goulds Elementary School, suspension without pay for five (5) workdays, effective May 9, 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. Arletha J. Scott, Paraprofessional, Gateway Environmental K-8 Center, suspension without pay for thirty (30) workdays, effective May 9, 2013.
 - B) Ms. Geraldine Hordge, School Bus Aide, Central East Transportation Center, suspension without pay for fifteen (15) calendar days, effective May 9, 2013.
 - C) Ms. Arthurine Brown, Paraprofessional, North Miami Senior High School, suspension without pay and initiation of dismissal proceedings, effective May 9, 2013.

