

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

- SUBJECT:**
- 1) **RECOMMENDED ACCEPTANCE OF AGREED UPON  
DISCIPLINARY ACTION – SUSPENSION WITHOUT PAY**
    - 15 CALENDAR DAYS**  
**LOUIS A. HARRELL – LEAD CUSTODIAN**  
**MEDIA PROGRAMS/WLRN TV STATION**
    - 12 WORKDAYS**  
**VERNARD M. WHITLEY – SECURITY MONITOR**  
**JOHN F. KENNEDY MIDDLE SCHOOL**
    - 5 WORKDAYS**  
**ALBERT L. BELL – TEACHER**  
**JOHN F. KENNEDY MIDDLE SCHOOL**
    - 30 WORKDAYS**  
**BRENDA J. MUCHNICK – TEACHER**  
**MIAMI NORLAND SENIOR HIGH SCHOOL**
    - 30 WORKDAYS**  
**JEFFREY L. MCKAY – TEACHER**  
**MIAMI CAROL CITY SENIOR HIGH SCHOOL**
    - 10 WORKDAYS**  
**GILBERT LOZANO – TEACHER**  
**MIAMI JACKSON SENIOR HIGH SCHOOL**
  - 2) **RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTION  
PENDING APPEAL**
    - SUSPENSION WITHOUT PAY**  
**10 CALENDAR DAYS**  
**KIMBERLY S. LLOYD – SCHOOL BUS DRIVER**  
**SOUTH TRANSPORTATION CENTER**
    - SUSPENSION WITHOUT PAY**  
**30 CALENDAR DAYS**  
**ANDY IZQUIERDO – SCHOOL BUS DRIVER**  
**SOUTHWEST TRANSPORTATION CENTER**
    - SUSPENSION WITHOUT PAY**  
**30 CALENDAR DAYS**  
**COLETTE T. MILLER – SCHOOL BUS DRIVER**  
**SOUTHWEST TRANSPORTATION CENTER**

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**Replacement  
D-55**

SUSPENSION WITHOUT PAY  
30 CALENDAR DAYS  
LAVONDA D. WASHINGTON – SCHOOL BUS DRIVER  
NORTHEAST TRANSPORTATION CENTER

SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL  
PROCEEDINGS  
GREITY R. ABREU – BUS AIDE  
NORTHWEST 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 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:

Louis A. Harrell: suspension without pay from his position as Lead Custodian at Media Programs/WLRN TV Station, for fifteen (15) calendar days, effective November 20, 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)**.

Vernard M. Whitley: suspension without pay from his position as Security Monitor at John F. Kennedy Middle School, for twelve (12) workdays, effective November 20, 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.

Albert L. Bell: suspension without pay from his position as Teacher at John F. Kennedy Middle School, for five (5) workdays, effective November 20, 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.

Brenda J. Muchnick: suspension without pay from her position as Teacher at Miami Norland Senior High School, for thirty (30) workdays, effective November 20, 2013, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policies 2605, Research and Evaluation; 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.

Jeffrey L. McKay: suspension without pay from his position as Teacher at Miami Carol City Senior High School, for thirty (30) workdays, effective November 20, 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.

Gilbert Lozano: suspension without pay from his position as Teacher at Miami Jackson Senior High School, for ten (10) workdays, effective November 20, 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:

Kimberly S. Lloyd: suspension without pay from her position as School Bus Driver at South Transportation Center, for ten (10) calendar days, effective November 20, 2013, for just cause, including, but not limited to: violation of School Board Policy 4210, Standards of Ethical Conduct. 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)**.

Andy Izquierdo: suspension without pay from his position as School Bus Driver at Southwest Transportation Center, for thirty (30) calendar days, effective November 20, 2013, 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)**.

Colette T. Miller: suspension without pay from her position as School Bus Driver at Southwest Transportation Center, for thirty (30) calendar days, effective November 20, 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, Safe Driver Plan. 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)**.

Lavonda D. Washington: suspension without pay from her position as School Bus Driver at Northeast Transportation Center, for thirty (30) calendar days, effective November 20, 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, Safe Driver Plan. 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)**.

Greity R. Abreu: suspension without pay and initiation of dismissal proceedings from her position as Bus Aide at Northwest Transportation Center, effective November 20, 2013, for just cause, including, but not limited to: gross insubordination; excessive absenteeism; 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, 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)**.

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. Louis A. Harrell, Lead Custodian, Media Programs/WLRN TV Station, suspension without pay for fifteen (15) calendar days, effective November 20, 2013.
- B) Mr. Vernard M. Whitley, Security Monitor, John F. Kennedy Middle School, suspension without pay for twelve (12) workdays, effective November 20, 2013.
- C) Mr. Albert L. Bell, Teacher, John F. Kennedy Middle School, suspension without pay for five (5) workdays, effective November 20, 2013.
- D) Ms. Brenda J. Muchnick, Teacher, Miami Norland Senior High School, suspension without pay for thirty (30) workdays, effective November 20, 2013.
- E) Mr. Jeffrey L. McKay, Teacher, Miami Carol City Senior High School, suspension without pay for thirty (30) workdays, effective November 20, 2013.
- F) Mr. Gilbert Lozano, Teacher, Miami Jackson Senior High School, suspension without pay for ten (10) workdays, effective November 20, 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. Kimberly S. Lloyd, South Transportation Center, suspension without pay for ten (10) calendar days, effective November 20, 2013.
- B) Mr. Andy Izquierdo, Southwest Transportation Center, suspension without pay for thirty (30) calendar days, effective November 20, 2013.
- C) Ms. Colette T. Miller, Southwest Transportation Center, suspension without pay for thirty (30) calendar days, effective November 20, 2013.
- D) Ms. Lavonda D. Washington, Northeast Transportation Center, suspension without pay for thirty (30) calendar days, effective November 20, 2013.
- E) Ms. Greity R. Abreu, Bus Aide, Northwest Transportation Center, suspension without pay and initiation of dismissal proceedings, effective November 20, 2013.