

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

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

30 WORKDAYS
ERMA F. MCCLOUD – ELEMENTARY COUNSELOR
SOUTH MIAMI K-8 CENTER

17 WORKDAYS
NIKOLAY OREKHOV – TEACHER
ALONZO AND TRACY MOURNING SENIOR HIGH SCHOOL
 - 2) **RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTION
PENDING APPEAL**

SUSPENSION WITHOUT PAY
5 CALENDAR DAYS
SHIRLEY D. SCOTT – SCHOOL BUS DRIVER
NORTHEAST TRANSPORTATION CENTER

SUSPENSION WITHOUT PAY
30 CALENDAR DAYS
YOHAN PENA – SCHOOL BUS DRIVER
CENTRAL EAST TRANSPORTATION CENTER

SUSPENSION WITHOUT PAY
10 WORKDAYS
RASHI M. STOVALL – TEACHER
HENRY H. FILER MIDDLE 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:

Erma F. McCloud: suspension without pay from her position as Elementary Counselor at South Miami K-8 Center, for thirty (30) workdays, effective December 12, 2013, for just cause, including, but not limited to: gross insubordination; incompetency due to inefficiency; 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.

**Replacement
D-55**

Nikolay Orekhov: suspension without pay from his position as Teacher at Alonzo and Tracy Mourning Senior High School, for seventeen (17) workdays, effective December 12, 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.

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:

Shirley D. Scott: suspension without pay from her position as School Bus Driver at Northeast Transportation Center, for five (5) calendar days, effective December 12, 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)**.

Yohan Pena: suspension without pay from his position as School Bus Driver at Central East Transportation Center, for thirty (30) calendar days, effective December 12, 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)**.

Rashi M. Stovall: suspension without pay from her position as Teacher at Henry H. Filer Middle School, for ten (10) workdays, effective December 12, 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; 3213, 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), 1012.33, 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. Erma F. McCloud, Elementary Counselor, South Miami K-8 Center, suspension without pay for thirty (30) workdays, effective December 12, 2013.
 - B) Mr. Nikolay Orekhov, Teacher, Alonzo and Tracy Mourning Senior High School, suspension without pay for seventeen (17) workdays, effective December 12, 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. Shirley D. Scott, School Bus Driver, Northeast Transportation Center, suspension without pay for five (5) calendar days, effective December 12, 2013.
 - B) Mr. Yohan Pena, School Bus Driver, Central East Transportation Center, suspension without pay for thirty (30) calendar days, effective December 12, 2013.
 - C) Ms. Rashi M. Stovall, Teacher, Henry H. Filer Middle School, suspension without pay for ten (10) workdays, effective December 12, 2013.

MEMORANDUM

1. The Board of Education has received a request from the Board of Trustees of the University of the State of New York for the Board of Education to provide financial support for the University of the State of New York.

2. The Board of Education has reviewed the request and has determined that it is in the best interests of the State to provide financial support for the University of the State of New York. The Board of Education has approved the request and has authorized the Board of Trustees of the University of the State of New York to accept the financial support.

3. The Board of Education has also approved the request for the Board of Trustees of the University of the State of New York to accept the financial support. The Board of Education has authorized the Board of Trustees of the University of the State of New York to accept the financial support.

4. The Board of Education has also approved the request for the Board of Trustees of the University of the State of New York to accept the financial support. The Board of Education has authorized the Board of Trustees of the University of the State of New York to accept the financial support.

5. The Board of Education has also approved the request for the Board of Trustees of the University of the State of New York to accept the financial support. The Board of Education has authorized the Board of Trustees of the University of the State of New York to accept the financial support.

6. The Board of Education has also approved the request for the Board of Trustees of the University of the State of New York to accept the financial support. The Board of Education has authorized the Board of Trustees of the University of the State of New York to accept the financial support.

7. The Board of Education has also approved the request for the Board of Trustees of the University of the State of New York to accept the financial support. The Board of Education has authorized the Board of Trustees of the University of the State of New York to accept the financial support.

8. The Board of Education has also approved the request for the Board of Trustees of the University of the State of New York to accept the financial support. The Board of Education has authorized the Board of Trustees of the University of the State of New York to accept the financial support.