

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

- SUBJECT:**
- 1) **RECOMMENDED ACCEPTANCE OF AGREED UPON DISCIPLINARY ACTION – SUSPENSION WITHOUT PAY**
 - 10 WORKDAYS**
MARIANO MERCADO – TEACHER
JAMES H. BRIGHT ELEMENTARY SCHOOL
 - 15 WORKDAYS**
JOSE R. BUSTOS – SCHOOL SECURITY MONITOR
G. HOLMES BRADDOCK SENIOR HIGH SCHOOL
 - 5 WORKDAYS**
WILLIAM M. COHEN – TEACHER
MIAMI SUNSET SENIOR HIGH SCHOOL
 - 5 WORKDAYS**
GLADYS E. GONZALEZ – TEACHER
MIAMI SOUTHRIDGE SENIOR HIGH SCHOOL
 - 2) **RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTION PENDING APPEAL**
 - SUSPENSION WITHOUT PAY**
30 CALENDAR DAYS
KATHY WRIGHT – SCHOOL BUS DRIVER
JACK SCHEE TRANSPORTATION CENTER
 - SUSPENSION WITHOUT PAY**
30 WORKDAYS
ORENTHAL J. ADAMS – TEACHER
HOMESTEAD SENIOR HIGH SCHOOL
 - SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS**
HOPE L. SMITH – PARAPROFESSIONAL
MIAMI SOUTHRIDGE SENIOR HIGH SCHOOL
 - SUSPENSION WITHOUT PAY**
15 WORKDAYS
KRISHNA CHANDRA-DAS – TEACHER
PALMETTO MIDDLE SCHOOL
 - SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS**
FREDERICK J. HYPOLITE – TEACHER
MIAMI NORTHWESTERN SENIOR HIGH SCHOOL
- LINK TO STRATEGIC FRAMEWORK:** SCHOOL/DISTRICT LEADERSHIP

**Replacement
D-55**

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:

Mariano Mercado: suspension without pay from his position as Teacher at James H. Bright Elementary School, for ten (10) workdays, effective May 8, 2014, 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.

Jose R. Bustos: suspension without pay from his position as School Security Monitor at G. Holmes Braddock Senior High School, for fifteen (15) workdays, effective May 8, 2014, 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), and 447.209, Florida Statutes.

William M. Cohen: suspension without pay from his position as Teacher at Miami Sunset Senior High School, for five (5) workdays, effective May 8, 2014, 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 2340, Field and Other District-Sponsored Trips. 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.

Gladys E. Gonzalez: suspension without pay from her position as Teacher at Miami Southridge Senior High School, for five (5) workdays, effective May 8, 2014, 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:

Kathy Wright: suspension without pay from her position as School Bus Driver at Jack Schee Transportation Center, for thirty (30) calendar days, effective May 8, 2014, 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)**.

Orenthal J. Adams: suspension without pay from his position as Teacher at Homestead Senior High School, for thirty (30) workdays, effective May 8, 2014, 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 2340, Field and Other District-Sponsored Trips. 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.

Hope L. Smith: suspension without pay and initiation of dismissal proceedings from her position as Paraprofessional at Miami Southridge Senior High School, effective May 8, 2014, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; 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.

Krishna Chandra-Das: suspension without pay from his position as Teacher at Palmetto Middle School, for fifteen (15) workdays, effective May 8, 2014, 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.

Frederick J. Hyppolite: suspension without pay and initiation of dismissal proceedings from his position as Teacher at Miami Northwestern Senior High School, effective May 8, 2014, 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.

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. Mariano Mercado, Teacher, James H. Bright Elementary School, suspension without pay for ten (10) workdays, effective May 8, 2014.
 - B) Mr. Jose R. Bustos, School Security Monitor, G. Holmes Braddock Senior High School, suspension without pay for fifteen (15) workdays, effective May 8, 2014.
 - C) Mr. William M. Cohen, Teacher, Miami Sunset Senior High School, suspension without pay for five (5) workdays, effective May 8, 2014.
 - D) Ms. Gladys E. Gonzalez, Teacher, Miami Southridge Senior High School, suspension without pay for five (5) workdays, effective May 8, 2014.

 - 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. Kathy Wright, School Bus Driver, Jack Schee Transportation Center, suspension without pay for thirty (30) calendar days, effective May 8, 2014.
 - B) Mr. Orenthal J. Adams, Teacher, Homestead Senior High School, suspension without pay for thirty (30) workdays, effective May 8, 2014.
 - C) Ms. Hope L. Smith, Paraprofessional, Miami Southridge Senior High School, suspension without pay and initiation of dismissal proceedings, effective May 8, 2014.
 - D) Mr. Krishna Chandra-Das, Teacher, Palmetto Middle School, suspension without pay for fifteen (15) workdays, effective May 8, 2014.
 - E) Mr. Frederick J. Hyppolite, Teacher, Miami Northwestern Senior High School, suspension without pay and initiation of dismissal proceedings, effective May 8, 2014.