

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

- SUBJECT:**
- 1) **RECOMMENDED ACCEPTANCE OF AGREED UPON DISCIPLINARY ACTION – SUSPENSION WITHOUT PAY**
 - 15 WORKDAYS**
TIFFANY N. RICHARDSON – COVERAGE CONTINUATION
BENEFIT SPECIALIST
RISK & BENEFITS MANAGEMENT
 - 15 WORKDAYS**
FLORENCE Y. PERRYMOND – ELEMENTARY SCHOOL ASSISTANT
PARKWAY ELEMENTARY SCHOOL
 - 10 CALENDAR DAYS**
RAMON CANET – LEAD CUSTODIAN
GERTRUDE K. EDELMAN/SABAL PALM ELEMENTARY SCHOOL
 - 20 WORKDAYS**
JORGE H. DIAZ – TEACHER
MIAMI SENIOR HIGH SCHOOL
 - 2) **RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTION PENDING APPEAL**
 - SUSPENSION WITHOUT PAY**
15 CALENDAR DAYS
LORRAINE M. DOBSON – SCHOOL BUS DRIVER
NORTHEAST TRANSPORTATION CENTER
 - SUSPENSION WITHOUT PAY**
30 CALENDAR DAYS
REYNOLD LUBIN – SCHOOL BUS DRIVER
CENTRAL WEST TRANSPORTATION CENTER
 - SUSPENSION WITHOUT PAY**
30 CALENDAR DAYS
RICKEY N. HAWKINS – SCHOOL BUS DRIVER
CENTRAL WEST TRANSPORTATION CENTER
 - SUSPENSION WITHOUT PAY**
5 CALENDAR DAYS
ROBERT L. HARRIS – HEAD CUSTODIAN
CAROL CITY MIDDLE SCHOOL
 - SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS**
LUZ M. MORALES – TEACHER
NEVA KING COOPER EDUCATIONAL CENTER

**SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL
PROCEEDINGS
ANGELA D. OWENS – SCHOOL BUS DRIVER
NORTHEAST TRANSPORTATION CENTER**

**SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL
PROCEEDINGS
KENNETH R. HALL, SR. – TEACHER
MIAMI CENTRAL SENIOR HIGH SCHOOL**

**LINK TO STRATEGIC
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:

Tiffany N. Richardson: suspension without pay from her position as Coverage Continuation Benefit Specialist at Risk & Benefits Management, for fifteen (15) workdays, effective September 4, 2014, 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.

Florence Y. Perrymond: suspension without pay from her position as Elementary School Assistant at Parkway Elementary School, for fifteen (15) workdays, effective September 4, 2014, for just cause, including, but not limited to: gross insubordination; non-performance and poor performance of job responsibilities; and 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.

Ramon Canet: suspension without pay from his position as Lead Custodian at Gertrude K. Edelman/Sabal Palm Elementary School, for ten (10) calendar days, effective September 4, 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 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)**.

Jorge H. Diaz: suspension without pay from his position as Teacher at Miami Senior High School, for twenty (20) workdays, effective September 4, 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.

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:

Lorraine M. Dobson: suspension without pay from her position as School Bus Driver at Northeast Transportation Center, for fifteen (15) calendar days, effective September 4, 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)**.

Reynold Lubin: suspension without pay from his position as School Bus Driver at Central West Transportation Center, for thirty (30) calendar days, effective September 4, 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)**.

Rickey N. Hawkins: suspension without pay from his position as School Bus Driver at Central West Transportation Center, for thirty (30) calendar days, effective September 4, 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)**.

Robert L. Harris: suspension without pay from his position as Head Custodian at Carol City Middle School, for five (5) calendar days, effective September 4, 2014, 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)**.

Luz M. Morales: suspension without pay and initiation of dismissal proceedings from her position as Teacher at Neva King Cooper Educational Center, effective September 4, 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.

Angela D. Owens: suspension without pay and initiation of dismissal proceedings from her position as School Bus Driver at Northeast Transportation Center, effective September 4, 2014, for just cause, including, but not limited to: 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)**.

Kenneth R. Hall, Sr.: suspension without pay and initiation of dismissal proceedings from his position as Teacher at Miami Central Senior High School, effective September 4, 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.

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. Tiffany N. Richardson, Coverage Continuation Benefit Specialist, Risk & Benefits Management, suspension without pay for fifteen (15) workdays, effective September 4, 2014.
- B) Ms. Florence Y. Perrymond, Elementary School Assistant, Parkway Elementary School, suspension without pay for fifteen (15) workdays, effective September 4, 2014.
- C) Mr. Ramon Canet, Lead Custodian, Gertrude K. Edelman/Sabal Palm Elementary School, suspension without pay for ten (10) calendar days, effective September 4, 2014.
- D) Mr. Jorge H. Diaz, Teacher, Miami Senior High School, suspension without pay for twenty (20) workdays, effective September 4, 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. Lorraine M. Dobson, School Bus Driver, Northeast Transportation Center, suspension without pay for fifteen (15) calendar days, effective September 4, 2014.
- B) Mr. Reynold Lubin, School Bus Driver, Central West Transportation Center, suspension without pay for thirty (30) calendar days, effective September 4, 2014.
- C) Mr. Rickey N. Hawkins, School Bus Driver, Central West Transportation Center, suspension without pay for thirty (30) calendar days, effective September 4, 2014.
- D) Mr. Robert L. Harris, Head Custodian, Carol City Middle School, suspension without pay for five (5) calendar days, effective September 4, 2014.
- E) Ms. Luz M. Morales, Teacher, Neva King Cooper Educational Center, suspension without pay and initiation of dismissal proceedings, effective September 4, 2014.
- F) Ms. Angela D. Owens, School Bus Driver, Northeast Transportation Center, suspension without pay and initiation of dismissal proceedings, effective September 4, 2014.
- G) Mr. Kenneth R. Hall, Sr., Teacher, Miami Central Senior High School, suspension without pay and initiation of dismissal proceedings, effective September 4, 2014.