

Jose L. Dotres, Chief Human Capital Officer
Office of Human Capital Management

- SUBJECT:**
- 1) **RECOMMENDED ACCEPTANCE OF AGREED UPON DISCIPLINARY ACTION**
 - 2) **RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTION PENDING APPEAL**
 - 3) **REQUESTED APPROVAL OF SETTLEMENT AGREEMENT FOR DISCIPLINARY MATTER THAT HAS BEEN APPEALED**

LINK TO STRATEGIC BLUEPRINT: **HIGHLY EFFECTIVE TEACHERS, LEADERS AND STAFF**

This item seeks the Board's approval for 1) employee disciplinary actions that are agreed upon by the employee; 2) employee disciplinary actions pending the outcome of an administrative hearing or grievance/arbitration proceeding, if requested; and 3) a Settlement Agreement, transmitted to the Board under separate cover, resulting from a disciplinary matter that has been appealed.

The employees listed herein were provided written notice of the recommended disciplinary action in their respective cases.

- RECOMMENDED:**
- 1) That the School Board of Miami-Dade County, Florida, approve the Superintendent's recommendation for disciplinary action, which has been agreed to by the employees.
 - A) Sheryl A. Henderson: suspension without pay from her position as Teacher at Palm Springs Middle School, for five (5) workdays, effective April 26, 2018, 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 6610, Internal Accounts. 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 and 6A-10.081, FAC.
 - B) Pareese R. Brown: suspension without pay from his position as Teacher at Golden Glades Elementary School, for seven (7) workdays, effective April 26, 2018, 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 and 6A-10.081, FAC.

REVISED

2) That the School Board of Miami-Dade County, Florida, approve the Superintendent's recommendation for disciplinary action, pending the outcome of an administrative hearing or grievance/arbitration proceeding, if requested.

A) Barbara M. Rios: suspension without pay and initiation of dismissal proceedings from her position as Teacher at Miami Killian Senior High School, effective April 26, 2018, for just cause, including, but not limited to: misconduct in office; gross insubordination; and violation of School Board Policies 3121.01, Employment Standards and Fingerprinting of All Employees; 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), 1012.32, 1012.33, 435.04, 435.06, and 447.209, Florida Statutes; and State Board Rules 6A-5.056 and 6A-10.081, FAC

REVISED

3) That, in the appeal of disciplinary action that was taken by the Board at its meeting of December 6, 2017, to suspend without pay and initiate dismissal proceedings against Yaima C. Rodriguez, and the charges that led to the employee's suspension have been resolved; thereby, that the School Board of Miami-Dade County, Florida, approve the Settlement Agreement in the arbitration matter between the School Board of Miami-Dade County, AFSCME, and Yaima C. Rodriguez, and reinstate employee Yaima C. Rodriguez to her position as a Part-Time Food Service Worker I.