

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**

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

This item seeks the Board's approval for employee disciplinary actions that are 1) agreed upon by the employee and 2) pending the outcome of an administrative hearing or grievance/arbitration proceeding, if requested. 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) Yvonne Bolden: suspension without pay from her position as Custodian at Linda Lentin K-8 Center, for ten (10) calendar days, effective August 16, 2018, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; and 8700, Anti-Fraud. 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).
 - B) Zacchus D. Clark: suspension without pay from his position as Lead Custodian at Linda Lentin K-8 Center, for fifteen (15) calendar days, effective September 4, 2018, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; and 8700, Anti-Fraud. 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).

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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) Hugo J. Garcia: suspension without pay and initiation of dismissal proceedings from his position as Staff Auditor II at Management & Compliance Audits, effective August 16, 2018, for just cause, including, but not limited to: violation of School Board Policies 1121.01; Employment Standards and Fingerprinting; 1210, Standards of Ethical Conduct; and 1210.01; Code of Ethics. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.32, 1012.40, 435.04, 435.06, and 447.209, Florida Statutes.

B) Tirso Valls: suspension without pay and initiation of dismissal proceedings from his position as Teacher at Cutler Ridge Elementary School, effective August 16, 2018, for just cause, including, but not limited to: misconduct in office; gross insubordination; and violation of School Board Policies 3161, Fitness for Duty; 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 and 6A-10.081, FAC.

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