

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) Doris E. Evans: suspension without pay from her position as Lead Custodian at Bel-Aire Elementary School, for fifteen (15) calendar days, effective December 20, 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) Tyshawna D. Grant: suspension without pay from her position as Custodian at Dr. Edward L. Whigham Elementary School, for thirty (30) calendar days, effective December 20, 2018, for just cause, including, but not limited to: gross insubordination; 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).
 - C) Brian M. Lewis: suspension without pay from his position as Teacher at Riverside Elementary School, for ten (10) workdays, effective December 20, 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.

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- D) Kevin L. McPhee: suspension without pay from his position as Roofer II Journeyperson at Facilities Operations-Maintenance, for thirty (30) calendar days, effective December 20, 2018, for just cause, including, but not limited to: violation of School Board Policies 4129, Conflict of Interest; 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; 8651, Board-Owned Vehicles; 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 IV and XI, Section 4 of the Contract between the Miami-Dade County Public Schools and the Dade County Schools Maintenance Employee Committee (DCSMEC).
 - E) Hakeem W. Mills: suspension without pay from his position as Custodian at Bel-Aire Elementary School, for ten (10) calendar days, effective December 20, 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).
- 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) Torien K. Austin: suspension without pay and initiation of dismissal proceedings from his position as School Security Monitor at Miami Norland Senior High School, effective December 20, 2018, for just cause, including, but not limited to: violation of School Board Policies 4121.01, Employment Standards and Fingerprinting of All Employees; 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), 1012.32, 1012.40, 435.04, 435.06, and 447.209, Florida Statutes.
 - B) Carla D. McCray: suspension without pay and initiation of dismissal proceedings from her position as School Security Monitor at Miami Senior High School, effective December 20, 2018, for just cause, including, but not limited to: gross insubordination and violation of School Board Policies 4161, Fitness for Duty; 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), 1012.40, and 447.209, Florida Statutes.

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- C) Beatriz Mejia: suspension without pay and initiation of dismissal proceedings from her position as Teacher at Lenora Braynon Smith Elementary School, effective December 20, 2018, for just cause, including, but not limited to: misconduct in office; 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.
- D) Marcial Mendez: suspension without pay from his position as School Bus Driver at Central East Transportation Center, for thirty (30) calendar days, effective December 20, 2018, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; 4213, Student Supervision and Welfare; and 8600, Transportation. 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).
- E) Stefano R. Pagani: suspension without pay and initiation of dismissal proceedings from his position as Teacher at Coral Reef Senior High School, effective December 20, 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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