

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) Katrina Mann: suspension without pay from her position as School Bus Driver at John H. Schee Transportation Center, for eighteen (18) calendar days, effective May 9, 2019, 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).
 - B) Kenia M. Rarick: suspension without pay from her position as Teacher at Bob Graham Education Center, for ten (10) workdays, effective May 9, 2019, for just cause, including, but not limited to: misconduct in office; continued gross insubordination to previously issued directives; excessive absences; and violation of School Board Policies 3210, Standards of Ethical Conduct; 3210.01, Code of Ethics; and 3430, Leaves of Absence. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.33, 1012.67, and 447.209, Florida Statutes; and State Board Rules 6A-5.056 and 6A-10.081, FAC.

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- C) Ramon Scott: suspension without pay from his position as Lead Custodian at Brentwood Elementary School, for fifteen (15) calendar days, effective May 9, 2019, 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).
 - D) Shawn Symonette: suspension without pay from his position as Production Operator at Computer and Facilities Operations, for thirty (30) workdays, effective May 9, 2019, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; 5230, Late Arrival and Early Dismissal; 7540, Computer Technology and Networks; 7540.04, Staff Responsible Use of Technology, Social Media, and District Network Systems; and 8700, Anti-Fraud. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), and 447.209, Florida Statutes.
- 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) Oscar D. Rizo: suspension without pay and initiation of dismissal proceedings from his position as Teacher at Campbell Drive K-8 Center, effective May 9, 2019, 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.
 - B) John A. Zoeller: suspension without pay and initiation of dismissal proceedings from his position as Teacher at MAST @ FIU Biscayne Bay Campus, effective May 9, 2019, 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 7540.04, Staff Responsible Use of Technology, Social Media, and District Network Systems. 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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