

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

**SUBJECT: 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 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.

REVISED

**RECOMMENDED:** 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) Martha Sherill: suspension without pay from her position as School Bus Driver at North Transportation Center, for five (5) calendar days, effective February 13, 2020, 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).

**Revised  
D-55**

B) Cleveland J. Tuff: suspension without pay and initiation of dismissal proceedings from his position as Head Custodian at Miami Edison Senior High School, effective February 13, 2020, 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; 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).

REVISED