

Office of Professional Standards  
Maria Teresa Rojas, Assistant Superintendent

**SUBJECT: RECOMMENDED ACCEPTANCE OF AGREED UPON  
DISCIPLINARY ACTIONS - SUSPENSION WITHOUT PAY OF  
EMPLOYEES**

**30 WORKDAYS  
ROBERT W. CARRILLO - SECONDARY COUNSELOR  
NAUTILUS MIDDLE SCHOOL**

**20 WORKDAYS  
DAYANA FERNANDEZ - TEACHER  
CORAL GABLES ELEMENTARY SCHOOL**

**15 WORKDAYS  
JORGE M. GARCIA - TEACHER  
EUGENIA B. THOMAS K-8 CENTER**

**15 WORKDAYS  
CARROLL R. HARROD - TEACHER  
YOUNG MEN'S ACADEMY FOR ACADEMIC AND CIVIC  
DEVELOPMENT (YMAACD) AT MACARTHUR SOUTH SENIOR  
HIGH SCHOOL**

**20 WORKDAYS  
ANA C. TEJADA - TEACHER  
WESTLAND HIALEAH SENIOR HIGH SCHOOL**

} Added

} Added

**LINK TO DISTRICT  
FRAMEWORK: SCHOOL/DISTRICT LEADERSHIP**

On September 24, 2010, the above-listed employees were provided written notice of the recommended disciplinary action in their respective cases and have agreed in writing to same and to waive their right to an administrative hearing and/or for the grievance/arbitration process in the following manner:

Robert W. Carrillo: suspension from his position as a secondary counselor at Nautilus Middle School, for thirty (30) workdays, effective at the close of the workday on October 13, 2010, for just cause, including, but not limited to: violation of School Board Rules 6Gx13- 4A-1.21, Responsibilities and Duties; and 6Gx13- 4A-1.213, 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.

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**REVISED  
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Dayana Fernandez: suspension from her position as a teacher at Coral Gables Elementary School for twenty (20) workdays, effective at the close of the workday on October 13, 2010, for just cause, including, but not limited to: violation of School Board Rules 6Gx13- 4A-1.21, Responsibilities and Duties; 6Gx13- 4A-1.212, Conflict of Interest; and 6Gx13- 4A-1.213, 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.

Added

Jorge M. Garcia: suspension from his position as a teacher at Eugenia B. Thomas K-8 Center for fifteen (15) workdays, effective at the close of the workday on October 13, 2010, for just cause, including, but not limited to: misconduct in office; and violation of School Board Rules 6Gx13- 4A-1.21, Responsibilities and Duties; and 6Gx13- 4A-1.213, 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 6B-1.001 and 6B-1.006(a)(e)(f).

Carroll R. Harrod: suspension from his position as a teacher at YMAACD at MacArthur South Senior High School, for fifteen (15) workdays, effective at the close of the workday on October 13, 2010, for just cause, including, but not limited to: misconduct in office; and violation of School Board Rules 6Gx13- 4A-1.21, Responsibilities and Duties; 6Gx13- 4A-1.213, Code of Ethics; and 6Gx13- 5D-1.07, Corporal Punishment-Prohibited. 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 6B-1.001 and 6B-4.009, FAC.

Ana C. Tejada: suspension from her position as a teacher at Westland Hialeah Senior High School for twenty (20) workdays, effective at the close of the workday on October 13, 2010, for just cause, including, but not limited to: violation of School Board Rules 6Gx13- 4A-1.21, Responsibilities and Duties; and 6Gx13- 4A-1.213, 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.

Added

If the School Board accepts the Superintendent's recommendation, each employee will be individually notified of the School Board's action.

**RECOMMENDED:** That the School Board approve the Superintendent's recommendation for the disciplinary actions, which have been agreed to by each listed employee in the following manner:

- 1) Mr. Robert W. Carrillo, Secondary Counselor, Nautilus Middle School - suspension from employment without pay for thirty (30) workdays, effective at the close of the workday, October 13, 2010;
- 2) Ms. Dayana Fernandez, Teacher, Coral Gables Elementary School - suspension from employment without pay for twenty (20) workdays, effective at the close of the workday, October 13, 2010;
- 3) Mr. Jorge M. Garcia, Teacher, Eugenia B. Thomas K-8 Center - suspension from employment without pay for fifteen (15) workdays, effective at the close of the workday, October 13, 2010;

Added

- 4) Mr. Carrol Harrod, Teacher, YMAACD at MacArthur South Senior High School - suspension from employment without pay for fifteen (15) workdays, effective at the close of the workday, October 13, 2010;
- 5) Ms. Ana C. Tejada, Teacher, Westland Hialeah Senior High School - suspension from employment without pay for twenty (20) workdays, effective at the close of the workday, October 13, 2010. } Added