

Office of Professional Standards
Maria Teresa Rojas, Assistant Superintendent

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

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**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**

**30 WORKDAYS
LINDA M. THIGPEN - TEACHER
ROBERT RENICK EDUCATIONAL CENTER**

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

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:

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**REVISED 3
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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.

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.

Linda M. Thigpen: suspension from her position as a teacher at Robert Renick Educational Center for thirty (30) 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.

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)
- 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;

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- 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.
- 6) Ms. Linda M. Thigpen, Teacher, Robert Renick Educational Center - suspension from employment without pay for thirty (30) workdays, effective at the close of the workday, October 13, 2010.