

Freddie Woodson, Deputy Superintendent  
District/School Operations

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

**5 WORKDAYS  
CHRISTOPHER R. ADKINS – TEACHER  
ALONZO & TRACY MOURNING SENIOR HIGH SCHOOL**

**5 WORKDAYS  
SALVADOR R. AVILA – TEACHER  
MIAMI PALMETTO MIDDLE SCHOOL**

**10 WORKDAYS  
LYNN S. WEBER – TEACHER  
JOHN F. KENNEDY MIDDLE SCHOOL**

**5 WORKDAYS  
RUBEN E. ASECIO – TEACHER  
NATURAL BRIDGE ELEMENTARY SCHOOL**

**30 CALENDAR DAYS  
DINORA L. PENA  
NORTHWEST TRANSPORTATION**

**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. The above-listed suspensions shall be served at a date certain, but no later than June 10, 2011, at the discretion of and as determined by administration in the following manner:

Christopher R. Adkins: suspension from his position as Teacher at Alonzo & Tracy Mourning Senior High School for five (5) workdays, 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, 6B-1.006, and 6B-4.009, FAC.

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Salvador R. Avila: suspension from his position as Teacher at Miami Palmetto Middle School for five (5) workdays, 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, 6B-1.006, and 6B-4.009, FAC.

Lynn S. Weber: suspension from her position as Teacher at John F. Kennedy Middle School for ten (10) workdays, 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, 6B-1.006, and 6B-4.009, FAC.

Ruben E. Asencio: suspension from his position as Teacher at Natural Bridge Elementary School for five (5) workdays, 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, 6B-1.006, and 6B-4.009, FAC.

Dinora L. Pena: suspension from her position as School Bus Driver at Northwest Transportation Center for thirty (30) calendar days, for just cause, including, but not limited to: violation of School Board Rules 6Gx13- 4A-1.21, Responsibilities and Duties; 6Gx13- 3E-1.10, Transportation--Specific Procedures; and 6Gx13- 4-1.10, Restriction on Use of Communication and Data Transmission Devices. 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.**

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. Christopher R. Adkins, Teacher, Alonzo & Tracy Mournig Senior High School – suspension from employment without pay for five (5) workdays.
- 2) Mr. Salvador R. Avila, Teacher, Miami Palmetto Middle School – suspension from employment without pay for five (5) workdays.
- 3) Ms. Lynn S. Weber, Teacher, John F. Kennedy Middle School – suspension from employment without pay for ten (10) workdays.
- 4) Mr. Ruben E. Asencio, Teacher, Natural Bridge Elementary School – suspension from employment without pay for five (5) workdays.
- 5) Ms. Dinora L Pena, Bus Driver, Northwest Transportation Center – suspension from employment without pay for thirty (30) calendar days.

The above-listed suspensions shall be served at a date certain, but no later than June 10, 2011, at the discretion of and as determined by administration.