

Freddie Woodson, Deputy Superintendent
District/School Operations

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

**10 WORKDAYS
SIMONE V. KINSEY-FRAZER – SCHOOL SECURITY MONITOR
OLINDA ELEMENTARY SCHOOL**

**15 WORKDAYS
DARLENE G. TAYLOR – PARAPROFESSIONAL
SOUTH DADE MIDDLE SCHOOL**

**22 WORKDAYS
ROBIN M. LOCKERY – ESE SPEECH/LANGUAGE PATHOLOGIST
JAMES H. BRIGHT ELEMENTARY SCHOOL**

**22 WORKDAYS
CHRISTIAN A. PROVENZO – TEACHER
JOHN A. FERGUSON SENIOR HIGH SCHOOL**

**10 WORKDAYS
REGINA SMITH – TEACHER
OLINDA ELEMENTARY SCHOOL**

**20 WORKDAYS
MARIO A. BARRIOS – TECHNICAL OPERATIONS COORDINATOR
MEDIA PROGRAMS**

**30 WORKDAYS
TANYA PHILLIPS – TEACHER
ALLAPATTAH MIDDLE SCHOOL**

**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 effective at the close of the workday on May 11, 2011, in the following manner:

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Simone V. Kinsey-Frazer: suspension from her position as School Security Monitor at Olinda Elementary School for ten (10) workdays, 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), and 447.209, Florida Statutes.

Darlene G. Taylor: suspension from her position as Paraprofessional at South Dade Middle School for fifteen (15) workdays, 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), and 447.209, Florida Statutes.

Robin M. Lockery: suspension from her position as ESE Speech/Language Pathologist, at James H. Bright Elementary School for twenty-two (22) workdays, for just cause, including, but not limited to: gross insubordination; incompetency due to inefficiency; 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.

Christian A. Provenzo: suspension from his position as Teacher, at John A. Ferguson Senior High School for twenty-two (22) 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.

Regina Smith: suspension from her position as Teacher at Olinda Elementary School for ten (10) workdays, for just cause, including, but not limited to: misconduct in office; and violation of School Board Rule 6Gx13- 4A-1.21, Responsibilities and Duties. 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.

Mario A. Barrios: suspension from his position as Technical Operations Coordinator, at Media Programs for twenty (20) workdays, for just cause, including, but not limited to: violation of School Board Rules 6Gx13- 4A-1.21, Responsibilities and Duties; 6Gx13- 4A-1.213, Code of Ethics; 6Gx13- 4A-1.212, Conflict of Interest; and 6Gx13- 5C-1.08, Gifts to School Personnel. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), and 447.209, Florida Statutes.

Tanya Phillips: suspension from her position as Teacher at Allapattah Middle School for thirty (30) 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.

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) Ms. Simone V. Kinsey-Frazer, School Security Monitor, Olinda Elementary School – suspension from employment without pay for ten (10) workdays.
- 2) Ms. Darlene G. Taylor, Paraprofessional, South Dade Middle School – suspension from employment without pay for fifteen (15) workdays.
- 3) Ms. Robin M. Lockery, ESE Speech/Language Pathologist, James H. Bright Elementary School – suspension from employment without pay for twenty-two (22) workdays.
- 4) Mr. Christian A. Provenzo, Teacher, John A. Ferguson Senior High School – suspension from employment without pay for twenty-two (22) workdays.
- 5) Ms. Regina Smith, Teacher, Olinda Elementary School – suspension from employment without pay for ten (10) workdays.
- 6) Mr. Mario A. Barrios, Technical Operations Coordinator, Media Programs – suspension from employment without pay for twenty (20) workdays.
- 7) Ms. Tanya Phillips, Teacher, Allapattah Middle School – suspension from employment without pay for thirty (30) workdays.

The above-listed suspensions shall be effective at the close of the workday on May 11, 2011.