

Freddie Woodson, Deputy Superintendent
District/School Operations

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

15 WORKDAYS

**WAYNE K. TROUTMAN – TEACHER
HENRY S. WEST LABORATORY ELEMENTARY SCHOOL**

20 WORKDAYS

**MORTIMER HECHAVARRIA, JR. – TEACHER
JOSE DE DIEGO MIDDLE SCHOOL**

30 WORKDAYS

**MAKIBA L. BURKES – TEACHER
HENRY E. S. REEVES ELEMENTARY SCHOOL**

10 WORKDAYS

**ELIZABETH MOLINA– TEACHER
DR. ROBERT B. INGRAM ELEMENTARY SCHOOL**

30 CALENDAR DAYS

**CHARESE W. JOHNSON – PART-TIME FOOD SERVICE WORKER
HUBERT O. SIBLEY ELEMENTARY 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 commencement of the 2011-2012 school year.

Wayne K. Troutman: suspension from his position as Teacher at Henry S. West Laboratory Elementary School for fifteen (15) 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.

Mortimer Hechavarria Jr.: suspension from his position as Teacher at Jose de Diego Middle School for twenty (20) 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; 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, 6B-1.006, and 6B-4.009, FAC.

**Revised
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Makiba L. Burkes: suspension from her position as Teacher at Henry E. S. Reeves Elementary 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; 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, 6B-1.006, and 6B-4.009, FAC.

Elizabeth Molina: suspension from her position as Teacher at Dr. Robert B. Ingram Elementary School for 10 workdays, effective August 18, 2011, 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.

Charese W. Johnson: suspension from her position as Part-time Food Service Worker at Hubert O. Sibley Elementary School for thirty (30) calendar days, for just cause, including, but not limited to: conduct unbecoming a school board employee; and violation of School Board Rules 6Gx13- 4-1.08, Violence in the Workplace; 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 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)**.

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. Wayne K. Troutman, Teacher, Henry S. West Laboratory Elementary School – suspension from employment without pay for fifteen (15) workdays.
- 2) Mr. Mortimer Hechavarria, Jr., Teacher, Jose de Diego Middle School – suspension from employment without pay for twenty (20) workdays.
- 3) Ms. Makiba L. Burkes, Teacher, Henry E. S. Reeves Elementary School – suspension from employment without pay for thirty (30) workdays.
- 4) Ms. Elizabeth Molina, Teacher, Dr. Robert Ingram Elementary School – suspension from employment without pay for ten (10) workdays.
- 5) Ms. Charese W. Johnson, Part-time Food Service Worker, Hubert O. Sibley Elementary School – suspension from employment without pay for thirty (30) calendar days.

The above-listed suspensions shall be effective at the commencement of the 2011-2012 school year.