

Freddie Woodson, Deputy Superintendent
District/School Operations

- SUBJECT:**
- 1) **RECOMMENDED ACCEPTANCE OF AGREED UPON
DISCIPLINARY ACTION – SUSPENSION WITHOUT PAY

10 WORKDAYS
SONDRA C. NOTTAGE – TEACHER
GATEWAY ENVIRONMENTAL CENTER**

 - 2) **RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTIONS
PENDING APPEAL

SUSPENSION WITHOUT PAY
30 CALENDAR DAYS
JANIE E. SCOTT – BUS AIDE
NORTHWEST TRANSPORTATION CENTER

DEMOTION
CHRISTOS KALOGEROPOULOS – HEAD CUSTODIAN
NORTH MIAMI 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.

The following employee has agreed in writing to the recommended disciplinary action and to waive her right to an administrative hearing or grievance/arbitration proceeding in the following manner:

Sondra C. Nottage: suspension without pay from her position as Teacher at Gateway Environmental Center, for ten (10) workdays, effective January 19, 2012, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policies 3210, Standards of Ethical Conduct; and 3210.01, 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.

The following employees are being recommended for disciplinary action in the manner described below and may contest the recommended disciplinary action by requesting in writing an administrative hearing or grievance/arbitration proceeding:

Janie E. Scott: suspension without pay from her position as Bus Aide at Northwest Transportation Center, for thirty (30) calendar days, effective January 19, 2012, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; and 4210.01, 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)**.

Christos Kalogeropoulos: demotion from his position as Head Custodian at North Miami Middle School, to Custodian, effective January 19, 2012, for just cause, including, but not limited to: gross insubordination; non-performance and poor performance of assigned duties; and violation of School Board Policies 4210, Standards of Ethical Conduct and 4210.01, 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**.

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

- RECOMMENDED:**
- 1) That the School Board approve the Superintendent's recommendation for disciplinary action, which has been agreed to by the employee in the following manner:
 - A) Ms. Sondra C. Nottage, Teacher, Gateway Environmental K-8 Center, suspension without pay for ten (10) workdays, effective, January 19, 2012.
 - 2) That the School Board approve the Superintendent's recommendation for disciplinary actions, pending the outcome of an administrative hearing or grievance/arbitration proceeding, if requested, in the following manner:
 - A) Ms. Janie E. Scott, Bus Aide, Northwest Transportation Center, suspension without pay for thirty (30) calendar days, effective January 19, 2012.
 - B) Mr. Christos Kalogeropoulos, Head Custodian, North Miami Middle School, demotion to Custodian, effective January 19, 2012.