

Freddie Woodson, Deputy Superintendent  
District/School Operations

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

10 WORKDAYS

SONDRA C. NOTTAGE – TEACHER

GATEWAY ENVIRONMENTAL K-8 CENTER } Revised

30 WORKDAYS

CASSANDRA EDWARDS – ELEMENTARY SCHOOL ASSISTANT

PINE LAKE ELEMENTARY SCHOOL

18 WORKDAYS

PATTI GUADAGNO – TEACHER

MARJORY STONEMAN DOUGLAS ELEMENTARY SCHOOL } Added

30 WORKDAYS

JIMMY R. THOMAS – TEACHER

ROCKWAY MIDDLE SCHOOL

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

SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL  
PROCEEDINGS } Added

DIXIE D. CORTEZ – TEACHER

MADIE IVES 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.

FW

**Revised  
D-55**

The following employees have agreed in writing to the recommended disciplinary actions and to waive their 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 K-8 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. } Revised

Cassandra Edwards: suspension without pay from her position as Elementary School Assistant at Pine Lake Elementary School, for thirty (30) workdays, 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.

Patti Guadagno: suspension without pay from her position as Teacher at Marjory Stoneman Douglas Elementary School, for eighteen (18) 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. } Added

Jimmy R. Thomas: suspension without pay from his position as Teacher at Rockway Middle School, for thirty (30) 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**.

Dixie D. Cortez: suspension without pay and initiation of dismissal proceedings from her position as Teacher at Madie Ives Elementary School, 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; 3210.01, Code of Ethics; and 3121, Conditions for Employment and Re-Employment of Instructional Staff. 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. } Added

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 actions, which have been agreed to by each 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.
- B) Ms. Cassandra Edwards, Elementary School Assistant, Pine Lake Elementary School, suspension without pay for thirty (30) workdays, effective, January 19, 2012.
- C) Ms. Patti Guadagno, Teacher, Marjory Stoneman Douglas Elementary School, suspension without pay for eighteen (18) workdays, effective, January 19, 2012. } Added
- D) Mr. Jimmy R. Thomas, Teacher, Rockway Middle School, suspension without pay for thirty (30) 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.
- C) Ms. Dixie D. Cortez, Teacher, Madie Ives Elementary School, suspension without pay and initiation of dismissal proceedings, effective January 19, 2012. } Added

