

Freddie Woodson, Deputy Superintendent  
District/School Operations

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

7 WORKDAYS  
NELLY RAMOS-SALGUEIRO – TEACHER  
WEST HOMESTEAD ELEMENTARY SCHOOL

25 WORKDAYS  
BEN NARVAEZ – SCHOOL SECURITY MONITOR  
SOUTHWEST MIAMI SENIOR HIGH SCHOOL

10 WORKDAYS  
VERBON MARTIN – TEACHER  
HOMESTEAD SENIOR HIGH SCHOOL

15 WORKDAYS  
LISSA A. NAPPIER – TEACHER  
SOUTH MIAMI SENIOR HIGH SCHOOL

} Added

2) RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTION  
PENDING APPEAL

5 CALENDAR DAYS  
PAMELA O. BROWN – SCHOOL BUS DRIVER  
SOUTH TRANSPORTATION CENTER

30 CALENDAR DAYS  
CHARLES A. FREDERIC – SCHOOL BUS DRIVER  
NORTHWEST TRANSPORTATION CENTER

25 WORKDAYS  
JANNETT A. PUSEY – TEACHER  
WEST HIALEAH GARDENS ELEMENTARY SCHOOL

SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL  
PROCEEDINGS  
ROBIN M. LOCKERY – SPEECH LANGUAGE PATHOLOGIST  
JAMES H. BRIGHT/J.W. JOHNSON ELEMENTARY SCHOOL

FW

**Revised  
D-55**

**SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS  
CLAUDIA HYE – TEACHER  
VAN E. BLANTON ELEMENTARY SCHOOL**

Added

**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 employees have agreed in writing to the recommended disciplinary action and to waive their right to an administrative hearing or grievance/arbitration proceeding in the following manner:

Nelly Ramos-Salgueiro: suspension without pay from her position as Teacher at West Homestead Elementary School, for seven (7) workdays, effective February 16, 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.

Ben Narvaez: suspension without pay from his position as School Security Monitor at Southwest Miami Senior High School, for twenty-five (25) workdays, effective February 16, 2012, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; and 4213, Student Supervision and Welfare. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), and 447.209, Florida Statutes.

Verbon Martin: suspension without pay from his position as Teacher at Homestead Senior High School, for ten (10) workdays, effective February 16, 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

Lissa A. Nappier: suspension without pay from her position as Teacher at South Miami Senior High School, for fifteen (15) workdays, effective February 16, 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:

Pamela O. Brown: suspension without pay from her position as School Bus Driver at South Transportation Center, for five (5) calendar days, effective February 16, 2012, for just cause, including, but not limited to: violation of School Board Policies 8600, Transportation; and 4210, Standards of Ethical Conduct. 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)**.

Charles A. Frederic: suspension without pay from his position as School Bus Driver at Northwest Transportation Center, for thirty (30) calendar days, effective February 16, 2012, for just cause, including, but not limited to: violation of School Board Policies 8600, Transportation; and 4210, Standards of Ethical Conduct. 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)**.

Jannett A. Pusey: suspension without pay from her position as Teacher at West Hialeah Gardens Elementary School, for twenty-five (25) workdays, effective February 16, 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 5630, Corporal Punishment and Use of Reasonable Force. 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.

Robin M. Lockery: suspension without pay from her position as Speech Language Pathologist at James H. Bright/J.W. Johnson Elementary School and initiation of dismissal proceedings, effective February 16, 2012, for just cause, including, but not limited to: gross insubordination; incompetency due to inefficiency; 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.

Claudia Hye: suspension without pay from her position as Teacher at Van E. Blanton Elementary School and initiation of dismissal proceedings, effective February 16, 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

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 each employee in the following manner:

- A) Ms. Nelly Ramos-Salgueiro, Teacher, West Homestead Elementary School, suspension without pay for seven (7) workdays, effective, February 16, 2012.
- B) Mr. Ben Narvaez, School Security Monitor, Southwest Miami Senior, suspension without pay for twenty-five (25) workdays, effective, February 16, 2012.
- C) Mr. Verbon Martin, Teacher, Homestead Senior High School, suspension without pay for ten (10) workdays, effective, February 16, 2012.
- D) Ms. Lissa A. Nappier, Teacher, South Miami Senior High School, suspension without pay for fifteen (15) workdays, effective, February 16, 2012.

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2) That the School Board approve the Superintendent's recommendation for disciplinary action, pending the outcome of an administrative hearing or grievance/arbitration proceeding, if requested, in the following manner:

- A) Ms. Pamela O. Brown, School Bus Driver, South Transportation Center, suspension without pay for five (5) calendar days, effective, February 16, 2012.
- B) Mr. Charles A. Frederic, School Bus Driver, Northwest Transportation Center, suspension without pay for thirty (30) calendar days, effective, February 16, 2012.
- C) Ms. Jannett A. Pusey, Teacher, West Hialeah Gardens Elementary School, suspension without pay for twenty-five (25) workdays, effective, February 16, 2012.
- D) Ms. Robin M. Lockery, Speech Language Pathologist, James H. Bright/J.W. Johnson Elementary School, suspension without pay and initiation of dismissal proceedings, effective, February 16, 2012.
- E) Ms. Claudia Hye, Teacher, Van E. Blanton Elementary School, suspension without pay and initiation of dismissal proceedings, effective, February 16, 2012.

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