

Freddie Woodson, Deputy Superintendent
District/School Operations

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

30 WORKDAYS
WALDECY L. KREVA – TEACHER
LENORA B. SMITH ELEMENTARY SCHOOL

10 WORKDAYS
NEKESIA L. PASCHAL – TEACHER
WILLIAM H. TURNER TECHNICAL SENIOR HIGH SCHOOL
 - 2) **RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTIONS PENDING APPEAL**

SUSPENSION WITHOUT PAY
30 CALENDAR DAYS
FAY E. WILSON – SCHOOL BUS DRIVER
NORTHWEST TRANSPORTATION CENTER

SUSPENSION WITHOUT PAY
30 CALENDAR DAYS
EMILE T. REGIS – BUS AIDE
NORTHWEST TRANSPORTATION CENTER

SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS
MARY-ANNICE T. HEINLE – TEACHER
DR. EDWARD L. WHIGHAM ELEMENTARY SCHOOL

SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS
DANIEL MOLINARI – TEACHER
LAKE STEVENS 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.

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:

FW

**Replacement
D-55**

Waldecy L. Kreva: suspension without pay from her position as Teacher at Lenora B. Smith Elementary School, for thirty (30) workdays, effective April 23, 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.

Nekesia L. Paschal: suspension without pay from her position as Teacher at William H. Turner Technical Senior High School, for ten (10) workdays, effective April 23, 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 7540.05, Staff Electronic Mail. 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:

Fay E. Wilson: suspension without pay from her position as School Bus Driver at Northwest Transportation Center, for thirty (30) calendar days, effective April 19, 2012, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; 8600, Transportation; and 8670, Post Trip Inspections of School Buses. 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)**.

Emile T. Regis: suspension without pay from her position as Bus Aide at Northwest Transportation Center, for thirty (30) calendar days, effective April 19, 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 8600, Transportation. 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)**.

Mary-Annice T. Heinle: suspension without pay from her position as Teacher at Dr. Edward L. Whigham Elementary School, and initiation of dismissal proceedings, effective April 19, 2012, for just cause, including, but not limited to: incompetence due to incapacity; 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.

Daniel Molinari: suspension without pay from his position as Teacher at Lake Stevens Elementary School, and initiation of dismissal proceedings, effective April 19, 2012, for just cause, including, but not limited to: misconduct in office; abandonment of position; and violation of School Board Policies 3210, Standards of Ethical Conduct; 3121.01, Employment Standards and Fingerprinting of All Employees; 3430, Leaves of Absence; 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.

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. Waldecy L. Kreva, Teacher, Lenora B. Smith Elementary School, suspension without pay for thirty (30) workdays, effective April 23, 2012.
 - B) Ms. Nekesia L. Paschal, Teacher, William H. Turner Technical Senior High School, suspension without pay for ten (10) workdays, effective April 23, 2012.
 - 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. Fay E. Wilson, School Bus Driver, Northwest Transportation Center, suspension without pay for thirty (30) calendar days, effective April 19, 2012.
 - B) Ms. Emile T. Regis, Bus Aide, Northwest Transportation Center, suspension without pay for thirty (30) calendar days, effective April 19, 2012.
 - C) Ms. Mary-Annice T. Heinle, Teacher, Dr. Edward L. Whigham Elementary School, suspension without pay and initiation of dismissal proceedings, effective April 19, 2012.
 - D) Mr. Daniel Molinari, Teacher, Lake Stevens Elementary School, suspension without pay and initiation of dismissal proceedings, effective April 19, 2012.