

Freddie Woodson, Deputy Superintendent  
District/School Operations

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

**17 WORKDAYS  
SHAVONNE L. ANDERSON – TEACHER  
HORACE MANN MIDDLE SCHOOL**

**17 WORKDAYS  
DARRYL W. NATTIEL – TEACHER  
DIVISION OF SOCIAL SCIENCES AND LIFE SKILLS**

**17 WORKDAYS  
NICOLE VANDECARR – TEACHER  
GERTRUDE K. EDELMAN/SABAL PALM ELEMENTARY SCHOOL**

**17 WORKDAYS  
BOBBIE J. MCKENNEY – SECURITY MONITOR  
MADISON MIDDLE SCHOOL**

**10 CALENDAR DAYS  
WILLIE L. SCOTT – SBAB SECURITY SPECIALIST  
SBAB DISTRICT SECURITY**

**7 WORKDAYS  
JESSIE LARKIN – PARAPROFESSIONAL  
JOSE DE DIEGO MIDDLE SCHOOL**

**30 WORKDAYS  
ANSELM E. RAWLINS – DISTRICT POOL SUBSTITUTE  
MIAMI SPRINGS SENIOR** } Added

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

**SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL  
PROCEEDINGS  
CASEY W. GLASS – SECURITY MONITOR  
CORAL REEF SENIOR HIGH SCHOOL**

**SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL  
PROCEEDINGS  
PATRICK S. ORANE – TEACHER  
MIAMI SENIOR HIGH SCHOOL**

FW

**SUSPENSION WITHOUT PAY  
30 WORKDAYS  
THELMA A. MOBLEY – TEACHER  
JOSE DE DIEGO 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 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:

Shavonne L. Anderson: suspension without pay from her position as Teacher at Horace Mann Middle School, for seventeen (17) workdays, effective May 17, 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.

Darryl W. Nattiel: suspension without pay from his position as Teacher at Division of Social Sciences and Life Skills, for seventeen (17) workdays, effective May 17, 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.

Nicole Vandecarr: suspension without pay from her position as Teacher at Gertrude K. Edelman/Sabal Palm Elementary School, for seventeen (17) workdays, effective May 17, 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.

Bobbie J. McKenney: suspension without pay from her position as Security Monitor at Madison Middle School, for seventeen (17) workdays, effective May 17, 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.

Willie L. Scott: suspension without pay from his position as SBAB Security Specialist at SBAB District Security, for ten (10) calendar days, effective May 17, 2012, for just cause, including, but not limited to: violation of School Board Policies 4380, Threatening Behavior Toward Staff Members; 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)**.

Jessie Larkin: suspension without pay from her position as Paraprofessional at Jose De Diego Middle School, for seven (7) workdays, effective May 17, 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.

Anselm E. Rawlins: suspension without pay from his position as District Pool Substitute at Miami Springs Senior High School, for thirty (30) workdays, effective May 17, 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

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:

Casey W. Glass: suspension without pay from his position as Security Monitor at Coral Reef Senior High School, and initiation of dismissal proceedings, effective May 17, 2012, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4380, Threatening Behavior Toward Staff Members; and 4210.01, Code of Ethics. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.40, and 447.209 Florida Statutes.

Patrick S. Orane: suspension without pay from his position as Teacher at Miami Senior High School, and initiation of dismissal proceedings, effective May 17, 2012, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policies 3210, Standards of Ethical Conduct; 3380, Threatening Behavior Toward Staff Members; 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.

Thelma A. Mobley: suspension without pay from her position as Teacher at Jose De Diego Middle School, for thirty (30) workdays effective May 17, 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.

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. Shavonne L. Anderson, Teacher, Horace Mann Middle School, suspension without pay for seventeen (17) workdays, effective May 17, 2012.
- B) Mr. Darryl W. Nattiel, Teacher, Division of Social Sciences and Life Skills, suspension without pay for seventeen (17) workdays, effective May 17, 2012.
- C) Ms. Nicole Vandecarr, Teacher, Gertrude K. Edelman/Sabal Palm Elementary School, suspension without pay for seventeen (17) workdays, effective May 17, 2012.
- D) Ms. Bobbie J. McKenney, Security Monitor, Madison Middle School, suspension without pay for seventeen (17) workdays, effective May 17, 2012.
- E) Mr. Willie L. Scott, SBAB Security Specialist, SBAB District Security, suspension without pay for ten (10) calendar days, effective May 17, 2012.
- F) Ms. Jessie Larkin, Paraprofessional, Jose De Diego Middle School, suspension without pay for seven (7) workdays, effective May 17, 2012.
- G) Mr. Anselm E. Rawlins, District Pool Substitute, Miami Springs Senior High School, suspension without pay for thirty (30) workdays, effective May 17, 2012.

} Added

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) Mr. Casey W. Glass, Security Monitor, Coral Reef Senior High School, suspension without pay and initiation of dismissal proceedings, effective May 17, 2012.
- B) Mr. Patrick S. Orane, Teacher, Miami Senior High School, suspension without pay and initiation of dismissal proceedings, effective May 17, 2012.
- C) Ms. Thelma A. Mobley, Teacher, Jose De Diego Middle School, suspension without pay for thirty (30) workdays, effective May 17, 2012.