

Freddie Woodson, Deputy Superintendent
District/School Operations

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

**20 WORKDAYS
SERENA Y. MIKE – PATROL OFFICER
SOUTH OPERATIONS STATION 5**

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

**SUSPENSION WITHOUT PAY
5 CALENDAR DAYS
JAMES A. WILLIAMS – CUSTODIAN
BEN SHEPPARD ELEMENTARY SCHOOL**

**SUSPENSION WITHOUT PAY
5 CALENDAR DAYS
FELIX R. FIGUERAS – CUSTODIAN
BEN SHEPPARD ELEMENTARY SCHOOL**

**SUSPENSION WITHOUT PAY
5 CALENDAR DAYS
ANNIE L. CABANAS – CUSTODIAN
BEN SHEPPARD ELEMENTARY SCHOOL**

**SUSPENSION WITHOUT PAY
5 CALENDAR DAYS
MARGARITA DIAZ – CUSTODIAN
BEN SHEPPARD ELEMENTARY SCHOOL**

**SUSPENSION WITHOUT PAY
5 CALENDAR DAYS
RONALD L. BAKER – CUSTODIAN
BEN SHEPPARD 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 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:

FW

Serena Y. Mike: suspension without pay from her position as Patrol Officer at South Operations Station 5, for twenty (20) workdays, effective July 19, 2012, for just cause, including, but not limited to: improper procedure; and violation of Miami-Dade Schools Police Department (M-DSPD) Standard Operating Procedure, Investigations 1.1, Criminal and Personnel Investigations; and 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.

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:

James A. Williams: suspension without pay from his position as Custodian at Ben Sheppard Elementary School, for five (5) calendar days, effective July 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)**.

Felix R. Figueras: suspension without pay from his position as Custodian at Ben Sheppard Elementary School, for five (5) calendar days, effective July 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)**.

Annie L. Cabanas: suspension without pay from her position as Custodian at Ben Sheppard Elementary School, for five (5) calendar days, effective July 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)**.

Added

Margarita Diaz: suspension without pay from her position as Custodian at Ben Sheppard Elementary School, for five (5) calendar days, effective July 26, 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)**.

Ronald L. Baker: suspension without pay from his position as Custodian at Ben Sheppard Elementary School, for five (5) calendar days, effective August 2, 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)**.

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. Serena Y. Mike, Patrol Officer, South Operations Station 5, suspension without pay for twenty (20) workdays effective July 19, 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) Mr. James A. Williams, Custodian, Ben Sheppard Elementary School, suspension without pay for five (5) calendar days, effective July 19, 2012.

B) Mr. Felix R. Figueras, Custodian, Ben Sheppard Elementary School, suspension without pay for five (5) calendar days, effective July 19, 2012.

C) Ms. Annie L. Cabanas, Custodian, Ben Sheppard Elementary School, suspension without pay for five (5) calendar days, effective July 19, 2012.

D) Ms. Margarita Diaz, Custodian, Ben Sheppard Elementary School, suspension without pay for five (5) calendar days, effective July 26, 2012.

E) Mr. Ronald L. Baker, Custodian, Ben Sheppard Elementary School, suspension without pay for five (5) calendar days, effective August 2, 2012.

Added