

Enid Weisman, Assistant Superintendent  
Human Resources, Recruiting, Performance Management, and Labor Relations

- SUBJECT:**
- 1) **RECOMMENDED ACCEPTANCE OF AGREED UPON DISCIPLINARY ACTION – SUSPENSION WITHOUT PAY**  
  
30 WORKDAYS  
PATTI GUADAGNO – TEACHER  
MARJORY STONEMAN DOUGLAS ELEMENTARY SCHOOL
  - 2) **RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTIONS PENDING APPEAL**  
  
SUSPENSION WITHOUT PAY  
3 CALENDAR DAYS  
JAMAL L. CANTY – CUSTODIAN  
MARTIN LUTHER KING PLC  
  
SUSPENSION WITHOUT PAY  
30 CALENDAR DAYS  
RUBY J. MCCULLER – BUS AIDE  
SOUTH TRANSPORTATION CENTER  
  
SUSPENSION WITHOUT PAY  
30 CALENDAR DAYS  
RITHA MICHEL – BUS AIDE  
NORTHWEST TRANSPORTATION CENTER  
  
SUSPENSION WITHOUT PAY  
30 CALENDAR DAYS  
ANGELA D. ALLEN – SCHOOL BUS DRIVER  
NORTHWEST TRANSPORTATION CENTER  
  
SUSPENSION WITHOUT PAY  
5 CALENDAR DAYS  
PATRICK PETIT-HOMME – SCHOOL BUS DRIVER  
CENTRAL EAST TRANSPORTATION CENTER  
  
SUSPENSION WITHOUT PAY  
30 CALENDAR DAYS  
KIMBERLY S. LLOYD – SCHOOL BUS DRIVER  
SOUTH TRANSPORTATION CENTER  
  
SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS  
JOHN A. LOMBINO – VEHICLE MECHANIC  
TRANSPORTATION VEHICLE MAINTENANCE

EW

**Replacement  
D-55**

**SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL  
PROCEEDINGS  
ISABEL DIAZ-ALMARAZ – TEACHER  
SOUTH MIAMI SENIOR HIGH SCHOOL**

**SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL  
PROCEEDINGS  
ALMARINE L. ELLIS – TEACHER  
NORTH MIAMI SENIOR HIGH SCHOOL**

**SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL  
PROCEEDINGS  
MICHELE KHATMOR – TEACHER  
FIENBERG/FISHER K-8 CENTER**

**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:

Patti Guadagno: suspension without pay from her position as Teacher at Marjory Stoneman Douglas Elementary School, for thirty (30) workdays, effective September 6, 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.

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:

Jamal L. Canty: suspension without pay from his position as Custodian at Martin Luther King PLC, for three (3) calendar days, effective September 6, 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)**.

Ruby J. McCuller: suspension without pay from her position as Bus Aide at South Transportation Center, for thirty (30) calendar days, effective September 6, 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)**.

Ritha Michel: suspension without pay from her position as Bus Aide at Northwest Transportation Center, for thirty (30) calendar days, effective September 6, 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)**.

Angela D. Allen: suspension without pay from her position as School Bus Driver at Northwest Transportation Center, for thirty (30) calendar days, effective September 6, 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)**.

Patrick Petit-Homme: suspension without pay from his position as School Bus Driver at Central East Transportation Center, for five (5) calendar days, effective September 6, 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)**.

Kimberly S. Lloyd: suspension without pay from her position as School Bus Driver at South Transportation Center, for thirty (30) calendar days, effective September 6, 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)**.

John A. Lombino: suspension without pay from his position as Vehicle Mechanic at Transportation Vehicle Maintenance, and initiation of dismissal proceedings, effective September 6, 2012, for just cause, including, but not limited to: non-performance and deficient performance of job responsibilities; and 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), 1012.40, 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)**.

Isabel Diaz-Almaraz: suspension without pay from her position as Teacher at South Miami Senior High School, and initiation of dismissal proceedings, effective September 6, 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; 3213, Student Supervision and Welfare; and 7540.04, Staff Network and Internet Acceptable Use and Safety. 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.

Almarine L. Ellis: suspension without pay from her position as Teacher at North Miami Senior High School, and initiation of dismissal proceedings, effective September 6, 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 3121.01, Employment Standards and Fingerprinting. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.32, 1012.33, 435.04, 435.06, and 447.209, Florida Statutes; and State Board Rules 6B-1.001, 6B-1.006, and 6B-4.009, FAC.

Michele Khatmor: suspension without pay from her position as Teacher at Fienberg/Fisher K-8 Center, and initiation of dismissal proceedings, effective September 6, 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 3121.01, Employment Standards and Fingerprinting. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.32, 1012.33, 435.04, 435.06, 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 the employee in the following manner:
    - A) Ms. Patti Guadagno, Teacher, Marjory Stoneman Douglas Elementary School, suspension without pay for thirty (30) workdays, effective September 6, 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. Jamal L. Canty, Custodian, Martin Luther King PLC, suspension without pay for three (3) calendar days, effective September 6, 2012.
    - B) Ms. Ruby J. McCuller, Bus Aide, South Transportation Center, suspension without pay for thirty (30) calendar days, effective September 6, 2012.
    - C) Ms. Ritha Michel, Bus Aide, Northwest Transportation Center, suspension without pay for thirty (30) calendar days, effective September 6, 2012.
    - D) Ms. Angela D. Allen, School Bus Driver, Northwest Transportation Center, suspension without pay for thirty (30) calendar days, effective September 6, 2012.
    - E) Mr. Patrick Petit-Homme, School Bus Driver, Central East Transportation Center, suspension without pay for five (5) calendar days, effective September 6, 2012.
    - F) Ms. Kimberly S. Lloyd, School Bus Driver, South Transportation Center, suspension without pay for thirty (30) calendar days, effective September 6, 2012.
    - G) Mr. John A. Lombino, Vehicle Mechanic, Transportation Vehicle Maintenance, suspension without pay and initiation of dismissal proceedings, effective September 6, 2012.
    - H) Ms. Isabel Diaz-Almaraz, Teacher, South Miami Senior High School, suspension without pay and initiation of dismissal proceedings, effective September 6, 2012.
    - I) Ms. Almarine L. Ellis, Teacher, North Miami Senior High School, suspension without pay and initiation of dismissal proceedings, effective September 6, 2012.
    - J) Ms. Michele Khatmor, Teacher, Fienberg/Fisher K-8 Center, suspension without pay and initiation of dismissal proceedings, effective September 6, 2012.