

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

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

**15 CALENDAR DAYS
FRANCISCO A. CAMINA – CUSTODIAN
MIAMI KILLIAN SENIOR HIGH SCHOOL**

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

**SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL
PROCEEDINGS
ANTHONY L. RANKINS – CUSTODIAN
CAMPBELL DRIVE K-8 CENTER**

**SUSPENSION WITHOUT PAY
30 WORKDAYS
TAMARA H. SNOW – TEACHER
ALTERNATIVE OUTREACH PROGRAM**

**SUSPENSION WITHOUT PAY
30 CALENDAR DAYS
CAROLYN D. BERRIOS – SCHOOL BUS DRIVER
SOUTH TRANSPORTATION CENTER**

**SUSPENSION WITHOUT PAY
30 CALENDAR DAYS
SHAWANNA L. AARON – SCHOOL BUS DRIVER
SOUTHWEST TRANSPORTATION 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 his right to an administrative hearing or grievance/arbitration proceeding in the following manner:

EW

D-55

Francisco A. Camina: suspension without pay from his position as Custodian at Miami Killian Senior High School, for fifteen (15) calendar days, effective October 11, 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 4380, Threatening Behavior Toward Staff Members. 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)**.

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:

Anthony L. Rankins: suspension without pay from his position as Custodian at Campbell Drive K-8 Center, and initiation of dismissal proceedings, effective October 11, 2012, for just cause, including, but not limited to: violation of School Board Policies 4124, Drug-Free Workplace; 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), 1012.40, 440.102(7)(b), 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)**.

Tamara H. Snow: suspension without pay from her position as Teacher at Alternative Outreach Program, for thirty (30) workdays, effective October 11, 2012, for just cause, including, but not limited to: gross insubordination; and violation of School Board Policies 3210, Standards of Ethical Conduct; 3210.01, Code of Ethics; and 3430, Leaves of Absence. 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.

Carolyn D. Berrios: suspension without pay from her position as School Bus Driver at South Transportation Center, for thirty (30) calendar days, effective October 11, 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)**.

Shawanna L. Aaron: suspension without pay from her position as School Bus Driver at Southwest Transportation Center, for thirty (30) calendar days, effective October 11, 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)**.

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) Mr. Francisco A. Camina, Custodian, Miami Killian Senior High School, suspension without pay for fifteen (15) calendar days, effective October 11, 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. Anthony L. Rankins, Custodian, Campbell Drive K-8 Center, suspension without pay and initiation of dismissal proceedings, effective October 11, 2012.
 - B) Ms. Tamara H. Snow, Teacher, Alternative Outreach Program, suspension without pay for thirty (30) workdays, effective October 11, 2012.
 - C) Ms. Carolyn D. Berrios, School Bus Driver, South Transportation Center, suspension without pay for thirty (30) calendar days, effective October 11, 2012.
 - D) Ms. Shawanna L. Aaron, School Bus Driver, Southwest Transportation Center, suspension without pay for thirty (30) calendar days, effective October 11, 2012.