

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

- SUBJECT:**
- 1) **RECOMMENDED ACCEPTANCE OF AGREED UPON DISCIPLINARY ACTIONS**

SUSPENSION WITHOUT PAY
10 CALENDAR DAYS
GREGORY JONES – CUSTODIAN
WILLIAM H. TURNER TECHNICAL SENIOR HIGH SCHOOL

DEMOTION
JOYCE KIRKLAND – SATELLITE ASSISTANT
PAUL LAURENCE DUNBAR K-8 CENTER
 - 2) **RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTIONS PENDING APPEAL**

SUSPENSION WITHOUT PAY
30 CALENDAR DAYS
GLADYS DESLAURIERS – SCHOOL BUS DRIVER
NORTHWEST TRANSPORTATION CENTER

SUSPENSION WITHOUT PAY
10 CALENDAR DAYS
MAURICIA SARDINAS – CUSTODIAN
FLAGAMI ELEMENTARY SCHOOL

SUSPENSION WITHOUT PAY
3 WORKDAYS
HECTOR B. GRAY – TEACHER
MIAMI NORTHWESTERN SENIOR HIGH SCHOOL

SUSPENSION WITHOUT PAY
30 CALENDAR DAYS
TABATHA GATEWOOD – 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 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:

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Gregory Jones: suspension without pay from his position as Custodian at William H. Turner Technical Senior High School, for ten (10) calendar days, effective November 22, 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)**.

Joyce Kirkland: demotion from her position as Satellite Assistant at Paul Laurence Dunbar K-8 Center, to Food Service Worker at Miami Central Senior High School, effective November 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**.

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:

Gladys Deslauriers: suspension without pay from her position as School Bus Driver at Northwest Transportation Center, for thirty (30) calendar days, effective November 22, 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)**.

Mauricia Sardinias: suspension without pay from her position as Custodian at Flagami Elementary School, for ten (10) calendar days, effective November 22, 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)**.

Hector B. Gray: suspension without pay from his position as Teacher at Miami Northwestern Senior High School, for three (3) workdays, effective November 22, 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.

Tabatha Gatewood: suspension without pay from her position as School Bus Driver at Southwest Transportation Center, for thirty (30) calendar days, effective November 22, 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. Gregory Jones, Custodian, William H. Turner Technical Senior High School, suspension without pay for ten (10) calendar days, effective November 22, 2012.
 - B) Ms. Joyce Kirkland, Satellite Assistant, Paul Laurence Dunbar K-8 Center, demotion to Food Service Worker at Miami Central Senior High School, effective November 26, 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. Gladys Deslauriers, School Bus Driver, Northwest Transportation Center, suspension without pay for thirty (30) calendar days, effective November 22, 2012.
 - B) Ms. Mauricia Sardinias, Custodian, Flagami Elementary School, suspension without pay for ten (10) calendar days, effective November 22, 2012.
 - C) Mr. Hector B. Gray, Teacher, Miami Northwestern Senior High School, suspension without pay for three (3) workdays, effective November 22, 2012.
 - D) Ms. Tabatha Gatewood, School Bus Driver, Southwest Transportation Center, suspension without pay for thirty (30) calendar days, effective November 22, 2012.