

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**

**SUSPENSION WITHOUT PAY
15 WORKDAYS
ANA M. SANTOS – TEACHER
FIENBERG FISHER K-8 CENTER** } Added

**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**

**SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL
PROCEEDINGS
PAMELA PRUDENT – TEACHER
MIAMI CENTRAL SENIOR HIGH SCHOOL** } Added

**REVISED
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SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL
PROCEEDINGS
JANA M. LANTZ – TEACHER
THOMAS JEFFERSON MIDDLE SCHOOL

SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL
PROCEEDINGS
PATRICIA MESTRE – PROJECT SUPERVISOR
SYSTEMS AND PROGRAMMING SERVICES

} 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 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:

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**.

Ana M. Santos: suspension without pay from her position as Teacher at Fienberg Fisher K-8 Center, for fifteen (15) 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; 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.

} 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:

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).**

Pamela Prudent: suspension without pay from her position as Teacher at Miami Central Senior High School, and initiation of dismissal proceedings, effective November 22, 2012, for just cause, including, but not limited to: misconduct in office; and violation of School Board Rules 6Gx13- 4A-1.21, Responsibilities and Duties; and 6Gx13- 4A-1.213, Code of Ethics (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.

Jana M. Lantz: suspension without pay from her position as Teacher at Thomas Jefferson Middle School, and initiation of dismissal proceedings, effective November 22, 2012, for just cause, including, but not limited to: gross insubordination; misconduct in office; and violation of School Board Policies 3210, Standards of Ethical Conduct; 3210.01, Code of Ethics; and 3380, Threatening Behavior Toward Staff Members. 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

Patricia Mestre: suspension without pay from her position as Project Supervisor at Systems and Programming Services, and initiation of dismissal proceedings, effective November 22, 2012, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policies 1210, Standards of Ethical Conduct; and 1210.01, Code of Ethics. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), and 447.209, Florida Statutes.

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.
 - C) Ms. Ana M. Santos, Teacher, Fienberg Fisher K-8 Center, suspension without pay for fifteen (15) workdays, effective November 22, 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) 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.
 - E) Ms. Pamela Prudent, Teacher, Miami Central Senior High School, suspension without pay and initiation of dismissal proceedings, effective November 22, 2012.
 - F) Ms. Jana M. Lantz, Teacher, Thomas Jefferson Middle School, suspension without pay and initiation of dismissal proceedings, effective November 22, 2012. } Added
 - G) Ms. Patricia Mestre, Project Supervisor, Systems and Programming Services, suspension without pay and initiation of dismissal proceedings, effective November 22, 2012. }