

Enid Weisman, Chief Human Capital Officer
Office of Human Capital Management

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

5 WORKDAYS
YAMILE L. VAZQUEZ – TEACHER
ROBERT RUSSA MOTON ELEMENTARY SCHOOL

12 WORKDAYS
TYRONE W. O’NEAL – TEACHER
MIAMI SUNSET SENIOR HIGH SCHOOL

12 WORKDAYS
VARIAN D. TERRY – PARAPROFESSIONAL
HOMESTEAD SENIOR HIGH SCHOOL
 - 2) **RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTIONS PENDING APPEAL**

SUSPENSION WITHOUT PAY
5 CALENDAR DAYS
JACQUELIN ETIENNE – SCHOOL BUS DRIVER
CENTRAL WEST TRANSPORTATION CENTER

SUSPENSION WITHOUT PAY
30 CALENDAR DAYS
ANTONIO CARRILLO – SCHOOL BUS DRIVER
CENTRAL WEST TRANSPORTATION CENTER

SUSPENSION WITHOUT PAY
30 CALENDAR DAYS
BLYTHE K. SMITH – SCHOOL BUS DRIVER
CENTRAL WEST 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:

EW

**Replacement
D-55**

Yamile L. Vazquez: suspension without pay from her position as Teacher at Robert Russa Moton Elementary School, for five (5) workdays, effective December 6, 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.

Tyrone W. O'Neal: suspension without pay from his position as Teacher at Miami Sunset Senior High School, for twelve (12) workdays, effective December 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 3213, Student Supervision and Welfare. 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.

Varian D. Terry: suspension without pay from his position as Paraprofessional at Homestead Senior High School, for twelve (12) workdays, effective December 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 5630, Corporal Punishment and Use of Reasonable Force. 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:

Jacquelin Etienne: suspension without pay from his position as School Bus Driver at Central West Transportation Center, for five (5) calendar days, effective December 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)**.

Antonio Carrillo: suspension without pay from his position as School Bus Driver at Central West Transportation Center, for thirty (30) calendar days, effective December 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)**.

Blythe K. Smith: suspension without pay from her position as School Bus Driver at Central West Transportation Center, for thirty (30) calendar days, effective December 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)**.

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. Yamile L. Vazquez, Teacher, Robert Russa Moton Elementary School, suspension without pay for five (5) workdays, effective December 6, 2012.
 - B) Mr. Tyrone W. O'Neal, Teacher, Miami Sunset Senior High School, suspension without pay for twelve (12) workdays, effective December 6, 2012.
 - C) Mr. Varian D. Terry, Paraprofessional, Homestead Senior High School, suspension without pay for twelve (12) workdays, effective December 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. Jacquelin Etienne, School Bus Driver, Central West Transportation Center, suspension without pay for five (5) calendar days, effective December 6, 2012.
 - B) Mr. Antonio Carrillo, School Bus Driver, Central West Transportation Center, suspension without pay for thirty (30) calendar days, effective December 6, 2012.
 - C) Ms. Blythe K. Smith, School Bus Driver, Central West Transportation Center, suspension without pay for thirty (30) calendar days, effective December 6, 2012.