

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**  
**NESTOR R. PADIERNE – SECURITY MONITOR**  
**HENRY H. FILER MIDDLE SCHOOL**
- 5 CALENDAR DAYS**  
**NESTOR P. VEGA – CUSTODIAN**  
**VIRGINIA BOONE/HIGHLAND OAKS ELEMENTARY SCHOOL**
- 8 CALENDAR DAYS**  
**BALBINA F. QUISPE– LEAD CUSTODIAN**  
**VIRGINIA BOONE/HIGHLAND OAKS ELEMENTARY SCHOOL**
- 15 WORKDAYS**  
**ANTHONY E. DEFILLIPPO – TEACHER**  
**RONALD REAGAN/DORAL SENIOR HIGH SCHOOL**
- 3 WORKDAYS**  
**CLINTON E. BALES – ELEMENTARY ASSISTANT PRINCIPAL**  
**GATEWAY ENVIRONMENTAL K-8 LEARNING CENTER**
- 3 WORKDAYS**  
**TIERNEY E. HUNTER– MIDDLE ASSISTANT PRINCIPAL**  
**SOUTHWOOD MIDDLE SCHOOL**
- 10 CALENDAR DAYS**  
**ALTON C. GORDON – LEAD CUSTODIAN**  
**W. J. BRYAN ELEMENTARY SCHOOL**
- 10 CALENDAR DAYS**  
**GWENDOLYN MCSWAIN – HEAD CUSTODIAN**  
**W. J. BRYAN ELEMENTARY SCHOOL**
- 5 CALENDAR DAYS**  
**ELIZABETH P. BROWNING – CUSTODIAN**  
**W. J. BRYAN ELEMENTARY SCHOOL**
- 5 WORKDAYS**  
**TROY K. WELLS – SCHOOL SECURITY MONITOR**  
**CHARLES R. DREW K-8 CENTER**

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**2) RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTION  
PENDING APPEAL**

**SUSPENSION WITHOUT PAY  
30 CALENDAR DAYS  
EDWARD J. STERLIN – SCHOOL BUS DRIVER  
NORTH TRANSPORTATION CENTER**

**SUSPENSION WITHOUT PAY  
30 CALENDAR DAYS  
JANNIE L. KING – SCHOOL BUS DRIVER  
NORTHEAST TRANSPORTATION CENTER**

**SUSPENSION WITHOUT PAY  
30 CALENDAR DAYS  
MEHELLE Y. LOWERY – SCHOOL BUS DRIVER  
NORTHEAST TRANSPORTATION CENTER**

**SUSPENSION WITHOUT PAY  
30 CALENDAR DAYS  
SHARAYNE P. MILTON – SCHOOL BUS DRIVER  
CENTRAL EAST TRANSPORTATION CENTER**

**SUSPENSION WITHOUT PAY  
5 CALENDAR DAYS  
SOLANGE D. ALVAREZ – FOOD SERVICE MANAGER  
DR. ROLANDO ESPINOSA K-8 CENTER**

**SUSPENSION WITHOUT PAY  
5 CALENDAR DAYS  
DAVID A. DOOLEY – CUSTODIAN  
DR. ROLANDO ESPINOSA K-8 CENTER**

**SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL  
PROCEEDINGS  
MICHAEL A. BISHOP – TEACHER  
MANDARIN LAKES K-8 CENTER**

**SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL  
PROCEEDINGS  
SHAVONNE L. ANDERSON – TEACHER  
HORACE MANN MIDDLE SCHOOL**

**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:

Nestor R. Padierno: suspension without pay from his position as Security Monitor at Henry H. Filer Middle School, for five (5) workdays, effective August 15, 2013, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; and 4213, Student Supervision and Welfare. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), and 447.209, Florida Statutes.

Nestor P. Vega: suspension without pay from his position as Custodian at Virginia Boone/Highland Oaks Elementary School, for five (5) calendar days, effective June 20, 2013, 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)**.

Balbina F. Quispe: suspension without pay from her position as Lead Custodian at Virginia Boone/Highland Oaks Elementary School, for eight (8) calendar days, effective June 25, 2013, 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)**.

Anthony E. Defillippo: suspension without pay from his position as Teacher at Ronald Reagan/Doral Senior High School, for fifteen (15) workdays, effective August 15, 2013, 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 6A-5.056, 6B-1.001, and 6B-1.006, FAC.

Clinton E. Bales: suspension without pay from his position as Elementary Assistant Principal at Gateway Environmental K-8 Learning Center, for three (3) workdays, effective August 8, 2013, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policies 1210, Standards of Ethical Conduct; 1210.01, Code of Ethics; and 1213, 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 6A-5.056, 6B-1.001, and 6B-1.006, FAC.

Tierney E. Hunter: suspension without pay from his position as Middle Assistant Principal at Southwood Middle School, for three (3) workdays, effective August 8, 2013, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policies 1210, Standards of Ethical Conduct; 1210.01, Code of Ethics; and 1213, 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 6A-5.056, 6B-1.001, and 6B-1.006, FAC.

Alton C. Gordon: suspension without pay from his position as Lead Custodian at W. J. Bryan Elementary School, for ten (10) calendar days, effective July 1, 2013, 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)**.

Gwendolyn McSwain: suspension without pay from her position as Head Custodian at W. J. Bryan Elementary School, for ten (10) calendar days, effective June 20, 2013, 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)**.

Elizabeth P. Browning: suspension without pay from her position as Custodian at W. J. Bryan Elementary School, for five (5) calendar days, effective June 20, 2013, 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)**.

Troy K. Wells: suspension without pay from his position as School Security Monitor at Charles R. Drew K-8 Center, for five (5) workdays, effective August 15, 2013, 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:

Edward J. Sterlin: suspension without pay from his position as School Bus Driver at North Transportation Center, for thirty (30) calendar days, effective September 5, 2013, 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, Safe Driver Plan. 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)**.

Jannie L. King: suspension without pay from her position as School Bus Driver at Northeast Transportation Center, for thirty (30) calendar days, effective September 5, 2013, 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, Safe Driver Plan. 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)**.

Mechelle Y. Lowery: suspension without pay from her position as School Bus Driver at Northeast Transportation Center, for thirty (30) calendar days, effective September 5, 2013, 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, Safe Driver Plan. 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)**.

Sharayne P. Milton: suspension without pay from her position as School Bus Driver at Central East Transportation Center, for thirty (30) calendar days, effective September 5, 2013, 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, Safe Driver Plan. 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)**.

Solange D. Alvarez: suspension without pay from her position as Food Service Manager at Dr. Rolando Espinosa K-8 Center, for five (5) calendar days, effective September 12, 2013, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 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)**.

David A. Dooley: suspension without pay from his position as Custodian at Dr. Rolando Espinosa K-8 Center, for five (5) calendar days, effective June 20, 2013, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; and 4213, Student Supervision and Welfare. 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)**.

Michael A. Bishop: suspension without pay and initiation of dismissal proceedings from his position as Teacher at Mandarin Lakes K-8 Center, effective June 20, 2013, for just cause, including, but not limited to: failure to correct noted performance deficiencies. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.33, 1012.34, and 447.209, Florida Statutes; and State Board Rule 6A-5.056, FAC.

Shavonne L. Anderson: suspension without pay and initiation of dismissal proceedings from her position as Teacher at Horace Mann Middle School, effective June 20, 2013, for just cause, including, but not limited to: gross insubordination; incompetency due to inefficiency; 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 6A-5.056, 6B-1.001, and 6B-1.006, 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 in the following manner:

- A) Mr. Nestor R. Padierno, Security Monitor, Henry H. Filer Middle School, suspension without pay for five (5) workdays, effective August 15, 2013.
- B) Mr. Nestor P. Vega, Custodian, Virginia Boone/Highland Oaks Elementary School, suspension without pay for five (5) calendar days, effective June 20, 2013.

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- C) Ms. Balbina F. Quispe, Custodian, Virginia Boone/Highland Oaks Elementary School, suspension without pay for eight (8) calendar days, effective June 25, 2013.
- D) Mr. Anthony E. Defillippo, Teacher, Ronald Reagan/Doral Senior High School, suspension without pay for fifteen (15) workdays, effective August 15, 2013.
- E) Mr. Clinton E. Bales, Elementary Assistant Principal, Gateway Environmental K-8 Learning Center, suspension without pay for three (3) workdays, effective August 8, 2013.
- F) Mr. Tierney E. Hunter, Middle Assistant Principal, Southwood Middle School, suspension without pay for three (3) workdays, effective August 8, 2013.
- G) Mr. Alton C. Gordon, Lead Custodian, W. J. Bryan Elementary School, suspension without pay for ten (10) calendar days, effective July 1, 2013.
- H) Ms. Gwendolyn McSwain, Head Custodian, W. J. Bryan Elementary School, suspension without pay for ten (10) calendar days, effective June 20, 2013.
- I) Ms. Elizabeth P. Browning, Custodian, W. J. Bryan Elementary School, suspension without pay for five (5) calendar days, effective June 20, 2013.
- J) Mr. Troy K. Wells, School Security Monitor, Charles R. Drew K-8 Center, suspension without pay for five (5) workdays, effective August 15, 2013.

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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. Edward J. Sterlin, School Bus Driver, North Transportation Center, suspension without pay for thirty (30) calendar days, effective September 5, 2013.
- B) Ms. Jannie L. King, School Bus Driver, Northeast Transportation Center, suspension without pay for thirty (30) calendar days, effective September 5, 2013.
- C) Ms. Mechelle Y. Lowery, School Bus Driver, Northeast Transportation Center, suspension without pay for thirty (30) calendar days, effective September 5, 2013.
- D) Ms. Sharayne P. Milton, School Bus Driver, Central East Transportation Center, suspension without pay for thirty (30) calendar days, effective September 5, 2013.
- E) Ms. Solange D. Alvarez, Food Service Manager, Dr. Rolando Espinosa K-8 Center, suspension without pay for five (5) calendar days, effective September 12, 2013.
- F) Mr. David A. Dooley, Custodian, Dr. Rolando Espinosa K-8 Center, suspension without pay for five (5) calendar days, effective June 20, 2013.
- G) Mr. Michael A. Bishop, Teacher, Mandarin Lakes K-8 Center, suspension without pay and initiation of dismissal proceedings, effective June 20, 2013.
- H) Ms. Shavonne L. Anderson, Teacher, Horace Mann Middle School, suspension without pay and initiation of dismissal proceedings, effective June 20, 2013.