

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

- SUBJECT:**
- 1) **RECOMMENDED ACCEPTANCE OF AGREED UPON DISCIPLINARY ACTION – SUSPENSION WITHOUT PAY**
 - 3 CALENDAR DAYS**
EMMA J. SMALL – SCHOOL BUS DRIVER
NORTH TRANSPORTATION CENTER
 - 3 CALENDAR DAYS**
GENEVA PATRICK – BUS AIDE
NORTH TRANSPORTATION CENTER
 - 5 WORKDAYS**
STACEY S. WIENER – MEDIA SPECIALIST
LIBERTY CITY ELEMENTARY SCHOOL
 - 15 WORKDAYS**
RAMON L. RAIFORD – TEACHER
TOUSSAINT L'OUVERTURE ELEMENTARY SCHOOL
 - 20 WORKDAYS**
STEPHEN L. THOMAS – TEACHER
NORTH MIAMI ELEMENTARY SCHOOL
 - 20 WORKDAYS**
CHRISTIAN A. GALVEZ – TEACHER
CAMPBELL DRIVE K-8 CENTER
 - 2) **RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTION PENDING APPEAL**
 - SUSPENSION WITHOUT PAY**
5 CALENDAR DAYS
LAVONDA D. WASHINGTON – SCHOOL BUS DRIVER
NORTHEAST TRANSPORTATION CENTER
 - SUSPENSION WITHOUT PAY**
10 CALENDAR DAYS
SANDRA ANTUNA – SCHOOL BUS DRIVER
NORTHWEST TRANSPORTATION CENTER
 - SUSPENSION WITHOUT PAY**
30 CALENDAR DAYS
VANESSA C. EILAND – SCHOOL BUS DRIVER
NORTHEAST TRANSPORTATION CENTER

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Replacement
D-55

**SUSPENSION WITHOUT PAY
30 WORKDAYS
SUZANNE WOJCIK – TEACHER
CITRUS GROVE ELEMENTARY SCHOOL**

**SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL
PROCEEDINGS
ROSE G. DAVIDSON – TEACHER
ERNEST R GRAHAM K-8 CENTER**

**SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL
PROCEEDINGS
JELEAN L. WEARY – INFANT AND TODDLER CENTER ASSISTANT
LIBERTY CITY ELEMENTARY 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:

Emma J. Small: suspension without pay from her position as School Bus Driver at North Transportation Center, for three (3) calendar days, effective September 4, 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)**.

Geneva Patrick: suspension without pay from her position as Bus Aide at North Transportation Center, for three (3) calendar days, effective September 4, 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)**.

Stacey S. Wiener: suspension without pay from her position as Media Specialist at Liberty City Elementary School, for five (5) workdays, effective September 4, 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.

Ramon L. Raiford: suspension without pay from his position as Teacher at Toussaint L'Ouverture Elementary School, for fifteen (15) workdays, effective September 4, 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.

Stephen L. Thomas: suspension without pay from his position as Teacher at North Miami Elementary School, for twenty (20) workdays, effective September 4, 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; 3213, Student Supervision and Welfare; 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 6A-5.056, 6B-1.001, and 6B-1.006, FAC.

Christian A. Galvez: suspension without pay from his position as Teacher at Campbell Drive K-8 Center, for twenty (20) workdays, effective September 4, 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.

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:

Lavonda D. Washington: suspension without pay from her position as School Bus Driver at Northeast Transportation Center, for five (5) calendar days, effective September 4, 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)**.

Sandra Antuna: suspension without pay from her position as School Bus Driver at Northwest Transportation Center, for ten (10) calendar days, effective September 4, 2013, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; 4213, Student Supervision and Welfare; 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)**.

Vanessa C. Eiland: suspension without pay from her position as School Bus Driver at Northeast Transportation Center, for thirty (30) calendar days, effective September 4, 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)**.

Suzanne Wojcik: suspension without pay from her position as Teacher at Citrus Grove Elementary School, for thirty (30) workdays, effective September 4, 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; 3213, Student Supervision and Welfare; 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 6A-5.056, 6B-1.001, and 6B-1.006, FAC.

Rose G. Davidson: suspension without pay and initiation of dismissal proceedings from her position as Teacher at Ernest R Graham K-8 Center, effective September 4, 2013, 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 6A-5.056, 6B-1.001, and 6B-1.006, FAC.

Jelean L. Weary: suspension without pay and initiation of dismissal proceedings from her position as Infant and Toddler Center Assistant at Liberty City Elementary School, effective September 4, 2013, for just cause, including, but not limited to: misconduct in office; and 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), 1012.40, 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 in the following manner:
 - A) Ms. Emma J. Small, School Bus Driver, North Transportation Center, suspension without pay for three (3) calendar days, effective September 4, 2013.
 - B) Ms. Geneva Patrick, Bus Aide, North Transportation Center, suspension without pay for three (3) calendar days, effective September 4, 2013.
 - C) Ms. Stacey S. Wiener, Media Specialist, Liberty City Elementary School, suspension without pay for five (5) workdays, effective September 4, 2013.
 - D) Mr. Ramon L. Raiford, Teacher, Toussaint L'Ouverture Elementary School, suspension without pay for fifteen (15) workdays, effective September 4, 2013.
 - E) Mr. Stephen L. Thomas, Teacher, North Miami Elementary School, suspension without pay for twenty (20) workdays, effective September 4, 2013.
 - F) Mr. Christian A. Galvez, Teacher, Campbell Drive K-8 Center, suspension without pay for twenty (20) workdays, effective September 4, 2013.

 - 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. Lavonda D. Washington, Northeast Transportation Center, suspension without pay for five (5) calendar days, effective September 4, 2013.
 - B) Ms. Sandra Antuna, School Bus Driver, Northwest Transportation Center, suspension without pay for ten (10) calendar days, effective September 4, 2013.
 - C) Ms. Vanessa C. Eiland, School Bus Driver, Northeast Transportation Center, suspension without pay for thirty (30) calendar days, effective September 4, 2013.
 - D) Ms. Suzanne Wojcik, Teacher, Citrus Grove Elementary School, suspension without pay for thirty (30) workdays, effective September 4, 2013.
 - E) Ms. Rose G. Davidson, Teacher, Ernest R Graham K-8 Center, suspension without pay and initiation of dismissal proceedings, effective September 4, 2013.
 - F) Ms. Jeleen L. Weary, Infant and Toddler Center Assistant, Liberty City Elementary School, suspension without pay and initiation of dismissal proceedings, effective September 4, 2013.