

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

- SUBJECT:**
- 1) **RECOMMENDED ACCEPTANCE OF AGREED UPON DISCIPLINARY ACTION – SUSPENSION WITHOUT PAY**
 - 20 WORKDAYS**
ALUYSIUS J. NOBLE – TEACHER
ALLAPATTAH MIDDLE SCHOOL
 - 2 WORKDAYS**
ELLEN S. ZILBERBERG – TEACHER
ROBERT RUSSA MOTON ELEMENTARY SCHOOL
 - 2) **RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTION PENDING APPEAL**
 - SUSPENSION WITHOUT PAY**
5 CALENDAR DAYS
ANGEL L. DUKES-CHILDS – SCHOOL BUS DRIVER
SOUTHWEST TRANSPORTATION CENTER
 - SUSPENSION WITHOUT PAY**
5 CALENDAR DAYS
HUMBERTO FERNANDEZ – SCHOOL BUS DRIVER
NORTHWEST TRANSPORTATION CENTER
 - SUSPENSION WITHOUT PAY**
5 CALENDAR DAYS
SHAWANNA L. AARON – SCHOOL BUS DRIVER
SOUTHWEST TRANSPORTATION CENTER
 - SUSPENSION WITHOUT PAY**
5 CALENDAR DAYS
ANTHELETHIA CAREY-ALANTON – SCHOOL BUS DRIVER
NORTH TRANSPORTATION CENTER
 - SUSPENSION WITHOUT PAY**
30 CALENDAR DAYS
BARBARA A. ROBERTS – SCHOOL BUS DRIVER
NORTH TRANSPORTATION CENTER
 - SUSPENSION WITHOUT PAY**
30 CALENDAR DAYS
MARY A. GOBOLT – SCHOOL BUS DRIVER
SOUTHWEST TRANSPORTATION CENTER

**Replacement
D-55**

**SUSPENSION WITHOUT PAY
30 CALENDAR DAYS
ROCHELLE A. PERPALL– SCHOOL BUS DRIVER
SOUTHWEST TRANSPORTATION CENTER**

**SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL
PROCEEDINGS
BRANNON T. LUCAS – ROUTE MANAGEMENT SPECIALIST
DEPARTMENT OF TRANSPORTATION**

**SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL
PROCEEDINGS
EMMANUEL T. FLEURANTIN – TEACHER
MIAMI NORLAND SENIOR HIGH 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:

Aluysius J. Noble: suspension without pay from his position as Teacher at Allapattah Middle School, for twenty (20) workdays, effective October 17, 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.

Ellen S. Zilberberg: suspension without pay from his position as Teacher at Robert Russa Moton Elementary School, for two (2) workdays, effective October 24, 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.

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:

Angel L. Dukes-Childs: suspension without pay from her position as School Bus Driver at Southwest Transportation Center, for five (5) calendar days, effective October 17, 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).**

Humberto Fernandez: suspension without pay from his position as School Bus Driver at Northwest Transportation Center, for five (5) calendar days, effective October 17, 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)**.

Shawanna L. Aaron: suspension without pay from her position as School Bus Driver at Southwest Transportation Center, for five (5) calendar days, effective October 17, 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)**.

Anthelethia Carey-Alanton: suspension without pay from her position as School Bus Driver at North Transportation Center, for five (5) calendar days, effective October 17, 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)**.

Barbara A. Roberts: suspension without pay from her position as School Bus Driver at North Transportation Center, for thirty (30) calendar days, effective October 17, 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)**.

Mary A. Godbolt: suspension without pay from her position as School Bus Driver at Southwest Transportation Center, for thirty (30) calendar days, effective October 17, 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)**.

Rochelle A. Perpall: suspension without pay from her position as School Bus Driver at Southwest Transportation Center, for thirty (30) calendar days, effective October 17, 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)**.

Brannon T. Lucas: suspension without pay and initiation of dismissal proceedings from his position as Route Management Specialist at Department of Transportation, effective October 17, 2013, for just cause, including, but not limited to: excessive absenteeism; non-performance and deficient performance of job responsibilities; and violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; and 4430, Leaves of Absence. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.40, 1012.67, 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)**.

Emmanuel T. Fleurantin: suspension without pay and initiation of dismissal proceedings from his position as Teacher at Miami Norland Senior High School, effective October 17, 2013, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policies 2605, Research and Evaluation; 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. Aluysius J. Noble, Teacher, Allapattah Middle School, suspension without pay for twenty (20) workdays, effective October 17, 2013.
 - B) Ms. Ellen S. Zilberberg, Teacher, Robert Russa Moton Elementary School, suspension without pay for two (2) workdays, effective October 24, 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. Angel L. Dukes-Childs, Southwest Transportation Center, suspension without pay for five (5) calendar days, effective October 17, 2013.
 - B) Mr. Humberto Fernandez, School Bus Driver, Northwest Transportation Center, suspension without pay for five (5) calendar days, effective October 17, 2013.
 - C) Ms. Shawanna L. Aaron, Southwest Transportation Center, suspension without pay for five (5) calendar days, effective October 17, 2013.
 - D) Ms. Anthelethia Carey-Alanton, North Transportation Center, suspension without pay for five (5) calendar days, effective October 17, 2013.
 - E) Ms. Barbara A. Roberts, School Bus Driver, North Transportation Center, suspension without pay for thirty (30) calendar days, effective October 17, 2013.
 - F) Ms. Mary A. Godbolt, Southwest Transportation Center, suspension without pay for thirty (30) calendar days, effective October 17, 2013.
 - G) Ms. Rochelle A. Perpall, Southwest Transportation Center, suspension without pay for thirty (30) calendar days, effective October 17, 2013.
 - H) Mr. Brannon T. Lucas, Route Management Specialist, Department of Transportation, suspension without pay and initiation of dismissal proceedings, effective October 17, 2013.
 - I) Mr. Emmanuel T. Fleurantin, Teacher, Miami Norland Senior High School, suspension without pay and initiation of dismissal proceedings, effective October 17, 2013.