

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

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

**10 WORKDAYS
LARISA A. WHITAKER – TEACHER
NORLAND MIDDLE SCHOOL**

**15 WORKDAYS
DONALD W. WILLIAMS – TEACHER
CAROL CITY MIDDLE SCHOOL**

**18 CALENDAR DAYS
JULIEN THERVIL – HEAD CUSTODIAN
SKYWAY ELEMENTARY SCHOOL**

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

**SUSPENSION WITHOUT PAY
30 CALENDAR DAYS
KAREN D. EVANS – SCHOOL BUS DRIVER
CENTRAL EAST TRANSPORTATION CENTER**

**SUSPENSION WITHOUT PAY
30 WORKDAYS
PRISCILLA A. PARRIS – TEACHER
HENRY E.S. REEVES ELEMENTARY SCHOOL**

**SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL
PROCEEDINGS
WALTER P. THOMPSON – SCHOOL SECURITY MONITOR
HOMESTEAD SENIOR HIGH SCHOOL**

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**LINK TO DISTRICT
FRAMEWORK: SCHOOL/DISTRICT LEADERSHIP**

The above-listed employees were provided written notice of the recommended disciplinary action in their respective cases.

**Revised
Replacement
D-55**

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:

Larisa A. Whitaker: suspension without pay from her position as Teacher at Norland Middle School, for ten (10) workdays, effective January 16, 2014, 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.

Donald W. Williams: suspension without pay from his position as Teacher at Carol City Middle School, for fifteen (15) workdays, effective January 16, 2014, 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.

Julien Thervil: suspension without pay from his position as Head Custodian at Skyway Elementary School, for eighteen (18) calendar days, effective January 16, 2014, for just cause, including, but not limited to: gross insubordination; and violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; and 4380, Threatening Behavior Toward Staff Members. 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)**.

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:

Karen D. Evans: suspension without pay from her position as School Bus Driver at Central East Transportation Center, for thirty (30) calendar days, effective January 16, 2014, 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)**.

Priscilla A. Parris: suspension without pay from her position as Teacher at Henry E.S. Reeves Elementary School, for thirty (30) workdays, effective January 16, 2014, for just cause, including, but not limited to: gross insubordination; incompetency due to inefficiency; 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.

Walter P. Thompson: suspension without pay and initiation of dismissal proceedings from his position as School Security Monitor at Homestead Senior High School, effective January 16, 2014, for just cause, including, but not limited to: violation of School Board Policies 4121.01 Employment Standards and Fingerprinting; 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.

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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. Larisa A. Whitaker, Teacher, Norland Middle School, suspension without pay for ten (10) workdays, effective January 16, 2014.
 - B) Mr. Donald W. Williams, Teacher, Carol City Middle School, suspension without pay for fifteen (15) workdays, effective January 16, 2014.
 - C) Mr. Julien Thervil, Head Custodian, Skyway Elementary School, suspension without pay for eighteen (18) calendar days, effective January 16, 2014.

 - 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. Karen D. Evans, School Bus Driver, Central East Transportation Center, suspension without pay for thirty (30) calendar days, effective January 16, 2014.
 - B) Ms. Priscilla A. Parris, Teacher, Henry E.S. Reeves Elementary School, suspension without pay for thirty (30) workdays, effective January 16, 2014.
 - C) Mr. Walter P. Thompson, School Security Monitor, Homestead Senior High School, suspension without pay and initiation of dismissal proceedings, effective January 16, 2014.

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