

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

- SUBJECT:**
- 1) **RECOMMENDED ACCEPTANCE OF AGREED UPON DISCIPLINARY ACTION – SUSPENSION WITHOUT PAY**
 - 7 WORKDAYS**
WINSTON G. LEE – TEACHER
MEDICAL ACADEMY FOR SCIENCE AND TECHNOLOGY
MAST @HOMESTEAD
 - 10 CALENDAR DAYS**
RANDY JOHNSON – HEAD CUSTODIAN
MIAMI NORTHWESTERN SENIOR HIGH SCHOOL
 - 7 WORKDAYS**
DANIEL MONROE – TEACHER
MIAMI SOUTHRIDGE SENIOR HIGH SCHOOL
 - 5 WORKDAYS**
LEONARD N. PATRICK – TEACHER
BARBARA GOLEMAN SENIOR HIGH SCHOOL
 - 2) **RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTION PENDING APPEAL**
 - SUSPENSION WITHOUT PAY**
10 CALENDAR DAYS
KIMBERLY S. LLOYD – SCHOOL BUS DRIVER
SOUTH TRANSPORTATION CENTER
 - SUSPENSION WITHOUT PAY**
30 CALENDAR DAYS
CORENTHEIA N. SIMMONS – SCHOOL BUS DRIVER
NORTH TRANSPORTATION CENTER
 - SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS**
DEBRA H. BRYANT – CUSTODIAN
GATEWAY ENVIRONMENTAL K-8 CENTER
 - SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS**
ELVIA M. HERNANDEZ – TEACHER
THENA C. CROWDER EARLY CHILDHOOD DIAGNOSTIC AND SPECIAL EDUCATION CENTER

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

**Replacement
D-55**

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:

Winston G. Lee: suspension without pay from his position as Teacher at Medical Academy for Science and Technology, Mast @Homestead, for seven (7) workdays, effective February 13, 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; 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.

Randy Johnson: suspension without pay from his position as Head Custodian at Miami Northwestern Senior High School, for ten (10) calendar days, effective February 13, 2014, 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)**.

Daniel Monroe: suspension without pay from his position as Teacher at Miami Southridge Senior High School, for seven (7) workdays, effective February 13, 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.

Leonard N. Patrick: suspension without pay from his position as Teacher at Barbara Goleman Senior High School, for five (5) workdays, effective February 13, 2014, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policy 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:

Kimberly S. Lloyd: suspension without pay from her position as School Bus Driver at South Transportation Center, for ten (10) calendar days, effective February 13, 2014, for just cause, including, but not limited to: violation of School Board Policy 4210, Standards of Ethical Conduct. 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)**.

Corentheia N. Simmons: suspension without pay from her position as School Bus Driver at North Transportation Center, for thirty (30) calendar days, effective February 13, 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)**.

Debra H. Bryant: suspension without pay and initiation of dismissal proceedings from her position as Custodian at Gateway Environmental K-8 Center, effective February 13, 2014, for just cause, including, but not limited to: gross insubordination; 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, 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)**.

Elvia M. Hernandez: suspension without pay and initiation of dismissal proceedings from her position as Teacher at Thena C. Crowder Early Childhood Diagnostic and Special Education Center, effective February 13, 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; 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, and State Board Rules 6A-5.056, 6B-1.001, and 6B-1.006, FAC.

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. Winston G. Lee, Teacher, Medical Academy for Science and Technology, Mast @Homestead, suspension without pay for seven (7) workdays, effective February 13, 2014.
 - B) Mr. Randy Johnson, Head Custodian, Miami Northwestern Senior High School, suspension without pay for ten (10) calendar days, effective February 13, 2014.
 - C) Mr. Daniel Monroe, Teacher, Miami Southridge Senior High School, suspension without pay for seven (7) workdays, effective February 13, 2014.
 - D) Mr. Leonard N. Patrick, Teacher, Barbara Goleman Senior High School, suspension without pay for five (5) workdays, effective February 13, 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. Kimberly S. Lloyd, School Bus Driver, South Transportation Center, suspension without pay for ten (10) calendar days, effective February 13, 2014.
 - B) Ms. Corentheia N. Simmons, School Bus Driver, North Transportation Center, suspension without pay for thirty (30) calendar days, effective February 13, 2014.
 - C) Ms. Debra H. Bryant, Custodian, Gateway Environmental K-8 Center, suspension without pay and initiation of dismissal proceedings, effective February 13, 2014.
 - D) Ms. Elvia M. Hernandez, Teacher, Thena C. Crowder Early Childhood Diagnostic and Special Education Center, suspension without pay and initiation of dismissal proceedings, effective February 13, 2014.