

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

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

**5 CALENDAR DAYS
DOLAND PIERRE – CUSTODIAN
MADISON MIDDLE SCHOOL**

**14 WORKDAYS
SUSAN MOENING – TEACHER
NORTH DADE MIDDLE SCHOOL**

**15 CALENDAR DAYS
JOHNSON LUBIN – CUSTODIAN
MADISON MIDDLE SCHOOL**

**30 CALENDAR DAYS
MAKEBA D. GASH – CUSTODIAN
PARKVIEW ELEMENTARY SCHOOL**

**5 CALENDAR DAYS
IRENE TIRADO – CUSTODIAN
MADISON MIDDLE SCHOOL**

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

**SUSPENSION WITHOUT PAY
30 CALENDAR DAYS
JOAN R. JONES – SCHOOL BUS DRIVER
CENTRAL EAST TRANSPORTATION CENTER**

**SUSPENSION WITHOUT PAY
10 CALENDAR DAYS
ST. PAUL LOUIS – LEAD CUSTODIAN
MAINTENANCE SERVICE CENTER 4**

**SUSPENSION WITHOUT PAY
15 CALENDAR DAYS
CHRISTOPHER BROWN – LEAD CUSTODIAN
DR. EDWARD L. WHIGHAM ELEMENTARY SCHOOL**

**SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL
PROCEEDINGS
KEN A. LEVY – TEACHER
ETHEL F. BECKFORD/RICHMOND ELEMENTARY SCHOOL**

**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:

Doland Pierre: suspension without pay from his position as Custodian at Madison Middle School, for five (5) calendar days, effective April 16, 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)**.

Susan Moening: suspension without pay from her position as Teacher at North Dade Middle School, for fourteen (14) workdays, effective April 10, 2014, for just cause, including, but not limited to: misconduct in office; gross insubordination; 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.

Johnson Lubin: suspension without pay from his position as Custodian at Madison Middle School, for fifteen (15) calendar days, effective April 21, 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)**.

Makeba D. Gash: suspension without pay from her position as Custodian at Parkview Elementary School, for thirty (30) calendar days, effective April 10, 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)**.

Irene Tirado: suspension without pay from her position as Custodian at Madison Middle School, for five (5) calendar days, effective April 10, 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)**.

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:

Joan R. Jones: suspension without pay from her position as School Bus Driver at Central East Transportation Center, for thirty (30) calendar days, effective April 10, 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)**.

St. Paul Louis: suspension without pay from his position as Lead Custodian at Maintenance Service Center 4, for ten (10) calendar days, effective April 10, 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)**.

Christopher Brown: suspension without pay from his position as Lead Custodian at Dr. Edward L. Whigham Elementary School, for fifteen (15) calendar days, effective April 14, 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)**.

Ken A. Levy: suspension without pay and initiation of dismissal proceedings from his position as Teacher at Ethel F. Beckford/Richmond Elementary School, effective April 10, 2014, 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.

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. Doland Pierre, Custodian, Madison Middle School, suspension without pay for five (5) calendar days, effective April 16, 2014.
 - B) Ms. Susan Moening, Teacher, North Dade Middle School, suspension without pay for fourteen (14) workdays, effective April 10, 2014.
 - C) Mr. Johnson Lubin, Custodian, Madison Middle School, suspension without pay for fifteen (15) calendar days, effective April 21, 2014.
 - D) Ms. Makeba D. Gash, Custodian, Parkview Elementary School, suspension without pay for thirty (30) calendar days, effective April 10, 2014.
 - E) Ms. Irene Tirado, Custodian, Madison Middle School, suspension without pay for five (5) calendar days, effective April 10, 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. Joan R. Jones, School Bus Driver, Central East Transportation Center, suspension without pay for thirty (30) calendar days, effective April 10, 2014.
 - B) Mr. St. Paul Louis, Lead Custodian, Maintenance Service Center 4, suspension without pay for ten (10) calendar days, effective April 10, 2014.
 - C) Mr. Christopher Brown, Lead Custodian, Dr. Edward L. Whigham Elementary School, suspension without pay for fifteen (15) calendar days, effective April 14, 2014.
 - D) Mr. Ken A. Levy, Teacher, Ethel F. Beckford/Richmond Elementary School, suspension without pay and initiation of dismissal proceedings, effective April 10, 2014.