

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

- SUBJECT:**
- 1) **RECOMMENDED ACCEPTANCE OF AGREED UPON DISCIPLINARY ACTION – SUSPENSION WITHOUT PAY**
    - 5 WORKDAYS**  
**JOEL NUNEZ – TEACHER**  
**HENRY H. FILER MIDDLE SCHOOL**
    - 5 CALENDAR DAYS**  
**GRACIELA VIDAL – SCHOOL BUS DRIVER**  
**CENTRAL WEST TRANSPORTATION CENTER**
    - 15 WORKDAYS**  
**REYNALDO SAN MIGUEL – TEACHER**  
**G. HOLMES BRADDOCK SENIOR HIGH SCHOOL**
    - 15 WORKDAYS**  
**MARCUS L. SOLOMON – TEACHER**  
**LAKEVIEW ELEMENTARY SCHOOL**
    - 8 WORKDAYS**  
**MICHAEL J. DENISON – TEACHER**  
**AMELIA EARHART ELEMENTARY SCHOOL**
    - 30 WORKDAYS**  
**BRIDGETTE W. NMEKINI – SCHOOL SECURITY MONITOR**  
**ARCOLA LAKE ELEMENTARY SCHOOL**
    - 30 CALENDAR DAYS**  
**CHARLES S. RICHARDSON – CUSTODIAN**  
**JESSE J. MCCRARY, JR. ELEMENTARY SCHOOL**
  - 2) **RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTION PENDING APPEAL**
    - SUSPENSION WITHOUT PAY**  
**5 CALENDAR DAYS**  
**JACQUELINE R. COATS – SCHOOL BUS DRIVER**  
**SOUTHWEST TRANSPORTATION CENTER**
    - SUSPENSION WITHOUT PAY**  
**5 CALENDAR DAYS**  
**JAMEL E. GLOVER – SCHOOL BUS DRIVER**  
**NORTH TRANSPORTATION CENTER**

**Replacement  
D-55**

SUSPENSION WITHOUT PAY  
5 CALENDAR DAYS  
LUCILLE R. GREEN – SCHOOL BUS DRIVER  
NORTH TRANSPORTATION CENTER

SUSPENSION WITHOUT PAY  
5 CALENDAR DAYS  
SHAWANNA L. AARON – SCHOOL BUS DRIVER  
SOUTHWEST TRANSPORTATION CENTER

DEMOTION  
JAMES E. JONES – HEAD CUSTODIAN  
JESSE J. MCCRARY, JR. ELEMENTARY SCHOOL

SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL  
PROCEEDINGS  
INOCENTE T. LARIOSIA – TEACHER  
SPANISH LAKE ELEMENTARY SCHOOL

SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL  
PROCEEDINGS  
ARLEEN GOMEZ – TEACHER  
FIENBERG/FISHER K-8 CENTER

SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL  
PROCEEDINGS  
JESSIE C. EASON – PART-TIME FOOD SERVICE WORKER  
ORCHARD VILLA ELEMENTARY SCHOOL

SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL  
PROCEEDINGS  
SHARON V. EADDY – PARAPROFESSIONAL  
CAMPBELL DRIVE K-8 CENTER

SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL  
PROCEEDINGS  
GERRY R. LATSON – TEACHER  
ALLAPATTAH MIDDLE SCHOOL

**LINK TO STRATEGIC  
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:

Joel Nunez: suspension without pay from his position as Teacher at Henry H. Filer Middle School, for five (5) workdays, effective August 14, 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.

Graciela Vidal: suspension without pay from her position as School Bus Driver at Central West Transportation Center, for five (5) calendar days, effective August 21, 2014, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; 8600, Transportation; 8606, Restrictions on Use of Communication and Transmission Devices in Board-Owned Vehicles; and 8670, Post Trip Inspections of School Buses. 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)**.

Reynaldó San Miguel: suspension without pay from his position as Teacher at G. Holmes Braddock Senior High School, for fifteen (15) workdays, effective August 14, 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.

Marcus L. Solomon: suspension without pay from his position as Teacher at Lakeview Elementary School, for fifteen (15) workdays, effective August 14, 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.

Michael J. Denison: suspension without pay from his position as Teacher at Amelia Earhart Elementary School, for eight (8) workdays, effective August 14, 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.

Bridgette W. Nmekini: suspension without pay from her position as School Security Monitor at Arcola Lake Elementary School, for thirty (30) workdays, effective August 14, 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 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.

Charles S. Richardson: suspension without pay from his position as Custodian at Jesse J. McCrary, Jr. Elementary School, for thirty (30) calendar days, effective June 19, 2014, for just cause, including, but not limited to: gross insubordination; non-performance and poor performance of job responsibilities; 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), 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:

Jacqueline R. Coats: suspension without pay from her position as School Bus Driver at Southwest Transportation Center, for five (5) calendar days, effective August 21, 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)**.

Jamel E. Glover: suspension without pay from her position as School Bus Driver at North Transportation Center, for five (5) calendar days, effective August 21, 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)**.

Lucille R. Green: suspension without pay from her position as School Bus Driver at North Transportation Center, for five (5) calendar days, effective August 21, 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)**.

Shawanna L. Aaron: suspension without pay from her position as School Bus Driver at Southwest Transportation Center, for five (5) calendar days, effective August 21, 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)**.

James E. Jones: demotion from his position as Head Custodian at Jesse J. McCrary, Jr. Elementary School, to Custodian, effective June 19, 2014, for just cause, including, but not limited to: gross insubordination; non-performance and poor performance of job responsibilities; 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), 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)**.

Inocente T. Lariosa: suspension without pay and initiation of dismissal proceedings from his position as Teacher at Spanish Lake Elementary School, effective June 19, 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.

Arleen Gomez: suspension without pay and initiation of dismissal proceedings from her position as Teacher at Fienberg/Fisher K-8 Center, effective June 19, 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.

Jessie C. Eason: suspension without pay and initiation of dismissal proceedings from her position as Part-time Food Service Worker at Orchard Villa Elementary School, effective June 19, 2014, for just cause, including, but not limited to: violation of School Board Policies 4121.01, Employment Standards and Fingerprinting of All Employees; 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 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)**.

Sharon V. Eaddy: suspension without pay and initiation of dismissal proceedings from her position as Paraprofessional at Campbell Drive K-8 Center, effective June 19, 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 4213, Student Supervision and Welfare. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.40, and 447.209, Florida Statutes.

Gerry R. Latson: suspension without pay and initiation of dismissal proceedings from his position as Teacher at Allapattah Middle School, effective June 19, 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.

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. Joel Nunez, Teacher, Henry H. Filer Middle School, suspension without pay for five (5) workdays, effective August 14, 2014.
    - B) Ms. Graciela Vidal, School Bus Driver, Central West Transportation Center, suspension without pay for five (5) calendar days, effective August 21, 2014.
    - C) Mr. Reynaldo San Miguel, Teacher, G. Holmes Braddock Senior High School, suspension without pay for fifteen (15) workdays, effective August 14, 2014.
    - D) Mr. Marcus L. Solomon, Teacher, Lakeview Elementary School, suspension without pay for fifteen (15) workdays, effective August 14, 2014.
    - E) Mr. Michael J. Denison, Teacher, Amelia Earhart Elementary School, suspension without pay for eight (8) workdays, effective August 14, 2014.
    - F) Ms. Bridgette W. Nmekini, School Security Monitor, Arcola Lake Elementary School, suspension without pay for thirty (30) workdays, effective August 14, 2014.
    - G) Mr. Charles S. Richardson, Custodian, Jesse J. McCrary, Jr. Elementary School, suspension without pay for thirty (30) calendar days, effective June 19, 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. Jacqueline R. Coats, School Bus Driver, Southwest Transportation Center, suspension without pay for five (5) calendar days, effective August 21, 2014.
    - B) Ms. Jamel E. Glover, School Bus Driver, North Transportation Center, suspension without pay for five (5) calendar days, effective August 21, 2014.
    - C) Ms. Lucille R. Green, School Bus Driver, North Transportation Center, suspension without pay for five (5) calendar days, effective August 21, 2014.
    - D) Ms. Shawanna L. Aaron, School Bus Driver, Southwest Transportation Center, suspension without pay for five (5) calendar days, effective August 21, 2014.
    - E) Mr. James E. Jones, Head Custodian, Jesse J. McCrary, Jr. Elementary School, demotion to Custodian, effective June 19, 2014.
    - F) Mr. Inocente T. Lariosa, Teacher, Spanish Lake Elementary School, suspension without pay and initiation of dismissal proceedings, effective June 19, 2014.
    - G) Ms. Arleen Gomez, Teacher, Fienberg/Fisher K-8 Center, suspension without pay and initiation of dismissal proceedings, effective June 19, 2014.
    - H) Ms. Jessie C. Eason, Part-time Food Service Worker, Orchard Villa Elementary School, suspension without pay and initiation of dismissal proceedings, effective June 19, 2014.
    - I) Ms. Sharon V. Eaddy, Paraprofessional, Campbell Drive K-8 Center, suspension without pay and initiation of dismissal proceedings, effective June 19, 2014.
    - J) Mr. Gerry R. Latson, Teacher, Allapattah Middle School, suspension without pay and initiation of dismissal proceedings, effective June 19, 2014.