

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

- SUBJECT:**
- 1) **RECOMMENDED ACCEPTANCE OF AGREED UPON DISCIPLINARY ACTION – SUSPENSION WITHOUT PAY**  
  
**2 CALENDAR DAYS**  
**LOUIS A. HARRELL – LEAD CUSTODIAN**  
**MEDIA PROGRAMS**  
  
**9 WORKDAYS**  
**LA’KIA M. FIRSHER – PARAPROFESSIONAL I**  
**AMERICAN SENIOR HIGH SCHOOL**  
  
**4 CALENDAR DAYS**  
**RAYMOND ADAMS – PROPERTY ASSET SPECIALIST**  
**STORES AND MAIL DISTRIBUTION**  
  
**30 WORKDAYS**  
**TIMOTHY M. GRAY – TEACHER**  
**JORGE MAS CANOSA MIDDLE SCHOOL**
  - 2) **RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTION PENDING APPEAL**  
  
**SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS**  
**ORENTHAL J. ADAMS – TEACHER**  
**HOMESTEAD SENIOR HIGH SCHOOL**

REVISED

**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:

Louis A. Harrell: suspension without pay from his position as Lead Custodian at Media Programs, for two (2) calendar days, effective October 8, 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)**.

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La'Kia M. Firsher: suspension without pay from her position as Paraprofessional I at American Senior High School, for nine (9) workdays, effective October 8, 2014, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; 6610, Internal Accounts; and 6835, Office of Management and Compliance Audits. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), and 447.209, Florida Statutes.

Raymond Adams: suspension without pay from his position as Property Asset Specialist at Stores and Mail Distribution, for four (4) calendar days, effective October 8, 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)**.

Timothy M. Gray: suspension without pay from his position as Teacher at Jorge Mas Canosa Middle School, for thirty (30) workdays, effective October 8, 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; 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.

REVISED

The following employee is 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:

Orenthal J. Adams: suspension without pay and initiation of dismissal proceedings from his position as Teacher at Homestead Senior High School, effective October 8, 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; 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. Louis A. Harrell, Lead Custodian, Media Programs, suspension without pay for two (2) calendar days, effective October 8, 2014.
    - B) Ms. La'Kia M. Firsher, Paraprofessional I, American Senior High School, suspension without pay for nine (9) workdays, effective October 8, 2014.
    - C) Mr. Raymond Adams, Property Asset Specialist, Stores and Mail Distribution, suspension without pay for four (4) calendar days, effective October 8, 2014.
    - D) Mr. Timothy M. Gray, Teacher, Jorge Mas Canosa Middle School, suspension without pay for thirty (30) workdays, effective October 8, 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) Mr. Orenthal J. Adams, Teacher, Homestead Senior High School, suspension without pay and initiation of dismissal proceedings, effective October 8, 2014.

REVISED

From the above information, it is clear that the  
information provided is correct and true.

Mr. John A. Smith, Vice President, Smith  
Company, Inc., 1234 Main Street, New York, N.Y.

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Company, Inc., 1234 Main Street, New York, N.Y.

Mr. John A. Smith, Vice President, Smith  
Company, Inc., 1234 Main Street, New York, N.Y.

That the above information is true and correct  
is hereby certified by the undersigned.

At the City of New York, this 1st day of  
January, 1954.