

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**  
**LAZARA RAMOS – CUSTODIAN**  
**BISCAYNE ELEMENTARY SCHOOL**
    - 10 CALENDAR DAYS**  
**TEANDER TOLES – CUSTODIAN**  
**JOHN F. KENNEDY MIDDLE SCHOOL**
    - 10 WORKDAYS**  
**ROSLYN O'BRIEN – PARAPROFESSIONAL I**  
**HIALEAH MIDDLE SCHOOL**
    - 15 WORKDAYS**  
**QUENESSA T. THOMAS – ELEMENTARY SCHOOL ASSISTANT**  
**RAINBOW PARK ELEMENTARY SCHOOL**
  - 2) **RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTION PENDING APPEAL**
    - SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS**  
**JANNETT A. PUSEY – TEACHER**  
**AVENTURA WATERWAYS K-8 CENTER**
    - SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS**  
**JOSE R. BUSTOS – SCHOOL SECURITY MONITOR**  
**G. HOLMES BRADDOCK 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:

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**Revised  
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Lazara Ramos: suspension without pay from her position as Custodian at Biscayne Elementary School, for five (5) calendar days, effective December 11, 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)**.

Teander Toles: suspension without pay from his position as Custodian at John F. Kennedy Middle School, for ten (10) calendar days, effective December 11, 2014, for just cause, including, but not limited to: gross insubordination; excessive absenteeism; 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), 1012.67, 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)**.

Roslyn O'Brien: suspension without pay from her position as Paraprofessional I at Hialeah Middle School, for ten (10) workdays, effective December 11, 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), and 447.209, Florida Statutes.

Quenessa T. Thomas: suspension without pay from her position as Elementary School Assistant at Rainbow Park Elementary School, for fifteen (15) workdays, effective December 11, 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.

REVISED

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:

Jannett A. Pusey: suspension without pay and initiation of dismissal proceedings from her position as Teacher at Aventura Waterways K-8 Center, effective December 11, 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.

Jose R. Bustos: suspension without pay and initiation of dismissal proceedings from his position as School Security Monitor at G. Holmes Braddock Senior High School, effective December 11, 2014, for just cause, including, but not limited to: excessive absenteeism; gross insubordination; 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, 1012.67, and 447.209, Florida Statutes.

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. Lazara Ramos, Custodian, Biscayne Elementary School, suspension without pay for five (5) calendar days, effective December 11, 2014.
  - B) Mr. Teander Toles, Custodian, John F. Kennedy Middle School, suspension without pay for ten (10) calendar days, effective December 11, 2014.
  - C) Ms. Roslyn O'Brien, Paraprofessional I, Hialeah Middle School, suspension without pay for ten (10) workdays, effective December 11, 2014.
  - D) Ms. Quenessa T. Thomas, Elementary School Assistant, Rainbow Park Elementary School, suspension without pay for fifteen (15) workdays, effective December 11, 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. Jannett A. Pusey, Teacher, Aventura Waterways K-8 Center, suspension without pay and initiation of dismissal proceedings, effective December 11, 2014.
  - B) Mr. Jose R. Bustos, School Security Monitor, G. Holmes Braddock Senior High School, suspension without pay and initiation of dismissal proceedings, effective December 11, 2014.

REVISED