

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

- SUBJECT:**
- 1) **RECOMMENDED ACCEPTANCE OF AGREED UPON DISCIPLINARY ACTION – SUSPENSION WITHOUT PAY**
    - 3 CALENDAR DAYS**  
**GUADALUPE PORTELA – CUSTODIAN**  
**CALUSA ELEMENTARY SCHOOL**
    - 5 CALENDAR DAYS**  
**BLAS FRAGOSO – LEAD CUSTODIAN**  
**CALUSA ELEMENTARY SCHOOL**
    - 3 CALENDAR DAYS**  
**TOMAS C. VALDES – CUSTODIAN**  
**DAVID FAIRCHILD ELEMENTARY SCHOOL**
    - 7 CALENDAR DAYS**  
**FREDDY SARDINAS – LEAD CUSTODIAN**  
**DAVID FAIRCHILD ELEMENTARY SCHOOL**
    - 30 WORKDAYS**  
**MERCORY MURPHY – SCHOOL SECURITY MONITOR**  
**ALLAPATTAH MIDDLE SCHOOL**
    - 3 WORKDAYS**  
**BARBARA M. RIOS – TEACHER**  
**MIAMI KILLIAN SENIOR HIGH SCHOOL**
  - 2) **RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTION PENDING APPEAL**
    - SUSPENSION WITHOUT PAY**  
**30 CALENDAR DAYS**  
**SYREETA S. NELOMS – SCHOOL BUS DRIVER**  
**NORTHEAST TRANSPORTATION CENTER**
    - SUSPENSION WITHOUT PAY**  
**30 CALENDAR DAYS**  
**MARGARETTE PIERRE-LOUIS – SCHOOL BUS DRIVER**  
**NORTH TRANSPORTATION CENTER**
    - SUSPENSION WITHOUT PAY**  
**30 CALENDAR DAYS**  
**JACQUES V. BENJAMIN – SCHOOL BUS DRIVER**  
**JACK SCHEE TRANSPORTATION CENTER**

REVISED

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

**Revised  
D-55**

**SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL  
PROCEEDINGS  
CHONDRIA N. ESSIX – BUS AIDE  
NORTHWEST TRANSPORTATION CENTER**

**SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL  
PROCEEDINGS  
JOSEPH CHIU – ERP ANALYST  
SYSTEMS AND PROGRAMMING SERVICES**

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:

Guadalupe Portela: suspension without pay from her position as Custodian at Calusa Elementary School, for three (3) calendar days, effective January 16, 2015, 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)**.

Blas Fragoso: suspension without pay from his position as Lead Custodian at Calusa Elementary School, for five (5) calendar days, effective January 19, 2015, 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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Tomas C. Valdes: suspension without pay from his position as Custodian at David Fairchild Elementary School, for three (3) calendar days, effective January 15, 2015, 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)**.

Freddy Sardinias: suspension without pay from his position as Lead Custodian at David Fairchild Elementary School, for seven (7) calendar days, effective January 15, 2015, 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), 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)**.

Mercory Murphy: suspension without pay from his position as School Security Monitor at Allapattah Middle School, for thirty (30) workdays, effective January 15, 2015, for just cause, including, but not limited to: gross insubordination; 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.

Barbara M. Rios: suspension without pay from her position as Teacher at Miami Killian Senior High School, for three (3) workdays, effective January 15, 2015, 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.

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:

Syreeta S. Neloms: suspension without pay from her position as School Bus Driver at Northeast Transportation Center, for thirty (30) calendar days, effective January 15, 2015, 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.**

Margarette Pierre-Louis: suspension without pay from her position as School Bus Driver at North Transportation Center, for thirty (30) calendar days, effective January 15, 2015, 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.**

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Jacques V. Benjamin: suspension without pay from his position as School Bus Driver at Jack Schee Transportation Center, for thirty (30) calendar days, effective January 15, 2015, 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.**

Chondria N. Essix: suspension without pay and initiation of dismissal proceedings from her position as Bus Aide at Northwest Transportation Center, effective January 15, 2015, for just cause, including, but not limited to: excessive absenteeism; non-performance and deficient performance of job responsibilities; and violation of School Board Policies 1121.01, Employment Standards and Fingerprinting of All Employees; 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 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.**

Joseph Chiu: suspension without pay and initiation of dismissal proceedings from his position as ERP Analyst at Systems and Programming Services, effective January 15, 2015, for just cause, including, but not limited to: violation of School Board Policies 1121.01, Employment Standards and Fingerprinting of All Employees; 1210, Standards of Ethical Conduct; and 1210.01, Code of Ethics. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.40, 435.04, 435.06, 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. Guadalupe Portela, Custodian, Calusa Elementary School, suspension without pay for three (3) calendar days, effective January 16, 2015.
    - B) Mr. Blas Fragoso, Lead Custodian, Calusa Elementary School, suspension without pay for five (5) calendar days, effective January 19, 2015.
    - C) Mr. Tomas C. Valdes, Custodian, David Fairchild Elementary School, suspension without pay for three (3) calendar days, effective January 15, 2015.
    - D) Mr. Freddy Sardinias, Lead Custodian, David Fairchild Elementary School, suspension without pay for seven (7) calendar days, effective January 15, 2015.
    - E) Mr. Mercory Murphy, School Security Monitor, Allapattah Middle School, suspension without pay for thirty (30) workdays, effective January 15, 2015.
    - F) Ms. Barbara M. Rios, Teacher, Miami Killian Senior High School, suspension without pay for three (3) workdays, effective January 15, 2015.
  
  - 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. Syreeta S. Neloms, School Bus Driver, Northeast Transportation Center, suspension without pay for thirty (30) calendar days, effective January 15, 2015.
    - B) Ms. Margarete Pierre-Louis, School Bus Driver, North Transportation Center, suspension without pay for thirty (30) calendar days, effective January 15, 2015.
    - C) Mr. Jacques V. Benjamin, School Bus Driver, Jack Schee Transportation Center, suspension without pay for thirty (30) calendar days, effective January 15, 2015.
    - D) Ms. Chondria N. Essix, Bus Aide, Northwest Transportation Center, suspension without pay and initiation of dismissal proceedings, effective January 15, 2015.
    - E) Mr. Joseph Chiu, ERP Analyst, Systems and Programming Services, suspension without pay and initiation of dismissal proceedings, effective January 15, 2015.

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