

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

- SUBJECT: 1) RECOMMENDED ACCEPTANCE OF AGREED UPON
DISCIPLINARY ACTION – SUSPENSION WITHOUT PAY
- 30 WORKDAYS
MANIE B. HANNAH – TEACHER
HIALEAH GARDENS ELEMENTARY SCHOOL
- 5 WORKDAYS
RINNA I. DICKSON – PARAPROFESSIONAL III
GULFSTREAM ELEMENTARY SCHOOL
- 7 WORKDAYS
SARAHYD RODRIGUEZ – TEACHER
SOUTHWEST MIAMI SENIOR HIGH SCHOOL
- 20 WORKDAYS
KAREN D. WILLIAMS – TEACHER
RICHMOND HEIGHTS MIDDLE SCHOOL
- 30 CALENDAR DAYS
MICHAEL A. JOHNSON – CUSTODIAN
NORTH MIAMI SENIOR HIGH SCHOOL
- 5 WORKDAYS
RACHEL ST. FORT – TEACHER
PINECREST ELEMENTARY SCHOOL
- 20 CALENDAR DAYS
JUAN M. ACEVEDO – MATERIAL DISTRIBUTION SPECIALIST
STORES AND MAIL DISTRIBUTION
- 3 CALENDAR DAYS
TAVARIS C. JACKSON – CUSTODIAN
POINCIANA PARK ELEMENTARY SCHOOL
- 7 CALENDAR DAYS
MARGARET O. LLOYD – LEAD CUSTODIAN
POINCIANA PARK ELEMENTARY SCHOOL
- 30 CALENDAR DAYS
BALBINA F. QUISPE – LEAD CUSTODIAN
VIRGINIA A. BOONE/HIGHLAND OAKS ELEMENTARY SCHOOL
- 2) RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTION
PENDING APPEAL
- SUSPENSION WITHOUT PAY
30 CALENDAR DAYS
NICHOLAS N. FORBES – SCHOOL BUS DRIVER
NORTHEAST TRANSPORTATION CENTER

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SUSPENSION WITHOUT PAY
30 CALENDAR DAYS
RAYNALD VALBRUN – SCHOOL BUS DRIVER
NORTHEAST TRANSPORTATION CENTER

SUSPENSION WITHOUT PAY
30 CALENDAR DAYS
ARDEBREOYN D. JOHNSON – SCHOOL BUS DRIVER
NORTH TRANSPORTATION CENTER

SUSPENSION WITHOUT PAY
30 CALENDAR DAYS
NINA M. COOPER – SCHOOL BUS DRIVER
CENTRAL WEST TRANSPORTATION CENTER

SUSPENSION WITHOUT PAY
30 CALENDAR DAYS
MARCELLA E. PALMER-KEYS – BUS AIDE
JACK SCHEE TRANSPORTATION CENTER

SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL
PROCEEDINGS
MARIA G. ALONSO – TEACHER
SHENANDOAH ELEMENTARY 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.

REVISE

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:

Manie B. Hannah: suspension without pay from her position as Teacher at Hialeah Gardens Elementary School, for thirty (30) workdays, effective March 19, 2015, for just cause, including, but not limited to: misconduct in office; 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.

Rinna I. Dickson: suspension without pay from her position as Paraprofessional III at Gulfstream Elementary School, for five (5) workdays, effective March 19, 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 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.

Sarahyd Rodriguez: suspension without pay from her position as Teacher at Southwest Miami Senior High School, for seven (7) workdays, effective March 19, 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 3129, Conflict of Interest. 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.

Karen D. Williams: suspension without pay from her position as Teacher at Richmond Heights Middle School, for twenty (20) workdays, effective March 31, 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.

Michael A. Johnson: suspension without pay from his position as Custodian at North Miami Senior High School, for thirty (30) calendar days, effective March 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)**.

Rachel St. Fort: suspension without pay from her position as Teacher at Pinecrest Elementary School, for five (5) workdays, effective March 23, 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.

Juan M. Acevedo: suspension without pay from his position as Material Distribution Specialist at Stores and Mail Distribution, for twenty (20) calendar days, effective March 19, 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 4380, Threatening Behavior Toward Staff Members. 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)**.

REVISED

Tavaris C. Jackson: suspension without pay from his position as Custodian at Poinciana Park Elementary School, for three (3) calendar days, effective March 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)**.

Margaret O. Lloyd: suspension without pay from her position as Lead Custodian at Poinciana Park Elementary School, for seven (7) calendar days, effective March 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), 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)**.

Balbina F. Quispe: suspension without pay from her position as Lead Custodian at Virginia A. Boone/Highland Oaks Elementary School, for thirty (30) calendar days, effective March 19, 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; 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:

Nicholas N. Forbes: suspension without pay from his position as School Bus Driver at Northeast Transportation Center, for thirty (30) calendar days, effective March 19, 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.**

Raynald Valbrun: suspension without pay from his position as School Bus Driver at Northeast Transportation Center, for thirty (30) calendar days, effective March 19, 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.**

Ardebreoy D. Johnson: suspension without pay from her position as School Bus Driver at North Transportation Center, for thirty (30) calendar days, effective March 19, 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.**

Nina M. Cooper: suspension without pay from her position as School Bus Driver at Central West Transportation Center, for thirty (30) calendar days, effective March 19, 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.**

Marcella E. Palmer-Keys: suspension without pay from her position as Bus Aide at Jack Schee Transportation Center, for thirty (30) calendar days, effective March 19, 2015, 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; 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).**

Maria G. Alonso: suspension without pay and initiation of dismissal proceedings from her position as Teacher at Shenandoah Elementary School, effective March 19, 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; 3213, Student Supervision and Welfare; and 3121.01, Employment Standards and Fingerprinting of All Employees. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.33, 435.04, 435.06, 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) Ms. Manie B. Hannah, Teacher, Hialeah Gardens Elementary School, suspension without pay for thirty (30) workdays, effective March 19, 2015.
- B) Ms. Rinna I. Dickson, Paraprofessional III, Gulfstream Elementary School, suspension without pay for five (5) workdays, effective March 19, 2015.
- C) Ms. Sarahyd Rodriguez, Teacher, Southwest Miami Senior High School, suspension without pay for seven (7) workdays, effective March 19, 2015.
- D) Ms. Karen D. Williams, Teacher, Richmond Heights Middle School, suspension without pay for twenty (20) workdays, effective March 31, 2015.
- E) Mr. Michael A. Johnson, Custodian, North Miami Senior High School, suspension without pay for thirty (30) calendar days, effective March 19, 2015.
- F) Ms. Rachel St. Fort, Teacher, Pinecrest Elementary School, suspension without pay for five (5) workdays, effective March 23, 2015.
- G) Mr. Juan M. Acevedo, Material Distribution Specialist, Stores and Mail Distribution, suspension without pay for twenty (20) calendar days, effective March 19, 2015.
- H) Mr. Tavaris C. Jackson, Custodian, Poinciana Park Elementary School, suspension without pay for three (3) calendar days, effective March 19, 2015.
- I) Ms. Margaret O. Lloyd, Lead Custodian, Poinciana Park Elementary School, suspension without pay for seven (7) calendar days, effective March 19, 2015.
- J) Ms. Balbina F. Quispe, Lead Custodian, Virginia A. Boone/Highland Oaks Elementary School, suspension without pay for thirty (30) calendar days, effective March 19, 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) Mr. Nicholas N. Forbes, School Bus Driver, Northeast Transportation Center, suspension without pay for thirty (30) calendar days, effective March 19, 2015.
- B) Mr. Raynald Valbrun, School Bus Driver, Northeast Transportation Center, suspension without pay for thirty (30) calendar days, effective March 19, 2015.
- C) Ms. Ardebreoyn D. Johnson, School Bus Driver, North Transportation Center, suspension without pay for thirty (30) calendar days, effective March 19, 2015.
- D) Ms. Nina M. Cooper, School Bus Driver, Central West Transportation Center, suspension without pay for thirty (30) calendar days, effective March 19, 2015.
- E) Ms. Marcella E. Palmer-Keys, Bus Aide, Jack Schee Transportation Center, suspension without pay for thirty (30) calendar days, effective March 19, 2015.
- F) Ms. Maria G. Alonso, Teacher, Shenandoah Elementary School, suspension without pay and initiation of dismissal proceedings, effective March 19, 2015.

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