

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

- SUBJECT:**
- 1) **RECOMMENDED ACCEPTANCE OF AGREED UPON DISCIPLINARY ACTION – SUSPENSION WITHOUT PAY**

10 WORKDAYS
GREG A. COX – PARAPROFESSIONAL II
IRVING AND BEATRICE PESKOE K-8 CENTER

8 CALENDAR DAYS
LORETTA JACKSON – PART-TIME FOOD SERVICE WORKER I
WILLIAM H. TURNER TECHNICAL ARTS HIGH SCHOOL

3 WORKDAYS
JONATHAN HYPPOLITE – TEACHER
CITRUS GROVE MIDDLE SCHOOL
 - 2) **RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTION PENDING APPEAL**

SUSPENSION WITHOUT PAY
30 CALENDAR DAYS
RAMON R. WAITE – SCHOOL BUS DRIVER
JACK SCHEE TRANSPORTATION CENTER

SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS
ANTERSHELE D. HIGGS – PART-TIME FOOD SERVICE WORKER I
LORAH PARK ELEMENTARY SCHOOL

SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS
BERNARD HOPE – CUSTODIAN
ROBERT MORGAN EDUCATIONAL CENTER AND TECHNICAL COLLEGE

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:

Greg A. Cox: suspension without pay from his position as Paraprofessional II at Irving and Beatrice Peskoe K-8 Center, for ten (10) workdays, effective April 16, 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.

Loretta Jackson: suspension without pay from her position as Part-Time Food Service Worker I at William H. Turner Technical Arts High School, for eight (8) calendar days, effective April 16, 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)**.

Jonathan Hyppolite: suspension without pay from his position as Teacher at Citrus Grove Middle School, for three (3) workdays, effective April 16, 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:

Ramon R. Waite: suspension without pay from his position as School Bus Driver at Jack Schee Transportation Center, for thirty (30) calendar days, effective April 16, 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**.

Antershele D. Higgs: suspension without pay and initiation of dismissal proceedings from her position as Part-Time Food Service Worker I at Lorah Park Elementary School, effective April 16, 2015, 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), 1012.32, 1012.40, 435.04, 435.06, 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**.

Bernard Hope: suspension without pay and initiation of dismissal proceedings from his position as Custodian at Robert Morgan Educational Center and Technical College, effective April 16, 2015, 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), 1012.32, 1012.40, 435.04, 435.06, 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**.

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. Greg A. Cox, Paraprofessional II, Irving and Beatrice Peskoe K-8 Center, suspension without pay for ten (10) workdays, effective April 16, 2015.
 - B) Ms. Loretta Jackson, Part-Time Food Service Worker I, William H. Turner Technical Arts High School, suspension without pay for eight (8) calendar days, effective April 16, 2015.
 - C) Mr. Jonathan Hyppolite, Teacher, Citrus Grove Middle School, suspension without pay for three (3) workdays, effective April 16, 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. Ramon R. Waite, School Bus Driver, Jack Schee Transportation Center, suspension without pay for thirty (30) calendar days, effective April 16, 2015.
 - B) Ms. Antershele D. Higgs, Part-Time Food Service Worker I, Lorah Park Elementary School, suspension without pay and initiation of dismissal proceedings, effective April 16, 2015.
 - C) Mr. Bernard Hope, Custodian, Robert Morgan Educational Center and Technical College, suspension without pay and initiation of dismissal proceedings, effective April 16, 2015.

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