

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

- SUBJECT:**
- 1) **RECOMMENDED ACCEPTANCE OF AGREED UPON DISCIPLINARY ACTION – SUSPENSION WITHOUT PAY**
    - 8 WORKDAYS**  
**LOIS LAX – TEACHER**  
**RUTH K. BROAD/BAY HARBOR K-8 CENTER**
    - 3 WORKDAYS**  
**ANDRE C. MCNEAL – TEACHER**  
**MADISON MIDDLE SCHOOL**
    - 17 WORKDAYS**  
**MARIA R. CATALANO – TEACHER**  
**HIALEAH MIDDLE SCHOOL**
    - 17 WORKDAYS**  
**MAXIMINA N. GARCIA – TEACHER**  
**HIALEAH MIDDLE SCHOOL**
    - 15 WORKDAYS**  
**PATRICIA A. RYAN – TEACHER**  
**SOUTH HIALEAH ELEMENTARY SCHOOL**
    - 5 WORKDAYS**  
**EFRAIN R. OLIVERO – TEACHER**  
**G.W. CARVER MIDDLE SCHOOL**
    - 3 CALENDAR DAYS**  
**ATHEN B. BUNYAN – CUSTODIAN**  
**BROWNSVILLE MIDDLE SCHOOL**
    - 5 CALENDAR DAYS**  
**TERRELL HART – LEAD CUSTODIAN**  
**BROWNSVILLE MIDDLE SCHOOL**
  - 2) **RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTION PENDING APPEAL**
    - SUSPENSION WITHOUT PAY**  
**30 WORKDAYS**  
**RICHTER FLAMBERT – TEACHER**  
**NORTH DADE MIDDLE 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.

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:

**Revised  
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REVISED

Lois Lax: suspension without pay from her position as Teacher at Ruth K. Broad/Bay Harbor K-8 Center, for eight (8) workdays, effective May 14, 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.

Andre C. McNeal: suspension without pay from his position as Teacher at Madison Middle School, for three (3) workdays, effective May 14, 2015, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policy 3210, Standards of Ethical Conduct. 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.

Maria R. Catalano: suspension without pay from her position as Teacher at Hialeah Middle School, for seventeen (17) workdays, effective May 14, 2015, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policies 3210, Standards of Ethical Conduct; and 3210.01, Code of Ethics. 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.

Maximina N. Garcia: suspension without pay from her position as Teacher at Hialeah Middle School, for seventeen (17) workdays, effective May 14, 2015, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policies 3210, Standards of Ethical Conduct; and 3210.01, Code of Ethics. 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.

Patricia A. Ryan: suspension without pay from her position as Teacher at South Hialeah Elementary School, for fifteen (15) workdays, effective May 14, 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.

Efrain R. Olivero: suspension without pay from his position as Teacher at G.W. Carver Middle School, for five (5) workdays, effective May 14, 2015, for just cause, including, but not limited to: misconduct in office; gross insubordination; incompetency due to inefficiency; and violation of School Board Policies 3210, Standards of Ethical Conduct; and 3210.01, Code of Ethics. 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.

Athen B. Bunyan: suspension without pay from his position as Custodian at Brownsville Middle School, for three (3) calendar days, effective May 14, 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)**.

Terrell Hart: suspension without pay from his position as Lead Custodian at Brownsville Middle School, for five (5) calendar days, effective May 14, 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

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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 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:

Richter Flambert: suspension without pay from his position as Teacher at North Dade Middle School, for thirty (30) workdays, effective May 14, 2015, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policies 3210, Standards of Ethical Conduct; and 3210.01, Code of Ethics. 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) Ms. Lois Lax, Teacher, Ruth K. Broad/Bay Harbor K-8 Center, suspension without pay for eight (8) workdays, effective May 14, 2015.
- B) Mr. Andre C. McNeal, Teacher, Madison Middle School, suspension without pay for three (3) workdays, effective May 14, 2015.
- C) Ms. Maria R. Catalano, Teacher, Hialeah Middle School, suspension without pay for seventeen (17) workdays, effective May 14, 2015.
- D) Ms. Maximina N. Garcia, Teacher, Hialeah Middle School, suspension without pay for seventeen (17) workdays, effective May 14, 2015.
- E) Ms. Patricia A. Ryan, Teacher, South Hialeah Elementary School, suspension without pay for fifteen (15) workdays, effective May 14, 2015.
- F) Mr. Efrain R. Olivero, Teacher, G.W. Carver Middle School, suspension without pay for five (5) workdays, effective May 14, 2015.
- G) Mr. Athen B. Bunyan, Custodian, Brownsville Middle School, suspension without pay for three (3) calendar days, effective May 14, 2015.
- H) Mr. Terrell Hart, Lead Custodian, Brownsville Middle School, suspension without pay for five (5) calendar days, effective May 14, 2015.

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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. Richter Flambert, Teacher, North Dade Middle School, suspension without pay for thirty (30) workdays, effective May 14, 2015.