

Jose L. Dotres, Chief Human Capital Officer
Office of Human Capital Management

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

**15 CALENDAR DAYS
CLARENCE A. DOTSON – CUSTODIAN
LIBERTY CITY ELEMENTARY SCHOOL**

**10 WORKDAYS
RENEE D. ISHMAEL – TEACHER
HAMMOCKS 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:

Clarence A. Dotson: suspension without pay from his position as Custodian at Liberty City Elementary School, for fifteen (15) calendar days, effective July 16, 2015, for just cause, including, but not limited to: gross insubordination; and 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

Renee D. Ishmael: suspension without pay from her position as Teacher at Hammocks Middle School, for ten (10) workdays, effective August 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.

If the School Board accepts the Superintendent's recommendation, each employee will be individually notified of the School Board's action.

RECOMMENDED: That the School Board approve the Superintendent's recommendation for disciplinary action, which has been agreed to in the following manner:

- A) Mr. Clarence A. Dotson, Custodian, Liberty City Elementary School, suspension without pay for fifteen (15) calendar days, effective July 16, 2015.
- B) Ms. Renee D. Ishmael, Teacher, Hammocks Middle School, suspension without pay for ten (10) workdays, effective August 31, 2015.

**Revised
D-55**