

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

SUBJECT: RECOMMENDED ACCEPTANCE OF AGREED UPON DISCIPLINARY ACTION – DEMOTION AND SUSPENSION WITHOUT PAY
30 CALENDAR DAYS
URBANO DIAZ DE VILLEGAS – FOREPERSON-PAINTERS
MAINTENANCE SERVICE CENTER 1

LINK TO STRATEGIC FRAMEWORK: SCHOOL/DISTRICT LEADERSHIP

The above-listed employee was provided written notice of the recommended disciplinary action in his respective case.

The employee has agreed in writing to the recommended disciplinary action and to waive his right to an administrative hearing or grievance/arbitration proceeding in the following manner:

Urbano Diaz de Villegas: demotion from his position as Foreperson-Painters at Maintenance Service Center 1, to Painter II and suspension without pay for thirty (30) calendar days effective August 6, 2015, for just cause, including, but not limited to: violation of School Board Policies 4129, Conflict of Interest; 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; and 8651, Board Owned-Vehicles. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 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: That the School Board of Miami-Dade County, Florida, approve the]REVIS^{ED} Superintendent's recommendation for disciplinary action, which has been agreed to in the following manner:

- A) Mr. Urbano Diaz de Villegas, Foreperson-Painters, Maintenance Service Center 1, demotion to Painter II and suspension without pay for thirty (30) calendar days, effective August 6, 2015.

Revised²
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