

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

- SUBJECT:**
- 1) **RECOMMENDED ACCEPTANCE OF AGREED UPON DISCIPLINARY ACTION – SUSPENSION WITHOUT PAY**
 - 5 WORKDAYS**
MARITA CYRIAQUE – TEACHER
BROWNSVILLE MIDDLE SCHOOL
 - 10 CALENDAR DAYS**
JUAN PELAEZ, JR. – CUSTODIAN
KENDALE ELEMENTARY SCHOOL
 - 2 CALENDAR DAYS**
OSVALDO LORENZO – CUSTODIAN
IRVING AND BEATRICE PESKOE K-8 CENTER
 - 3 WORKDAYS**
CECILE Y. CLARIDGE – TEACHER
MIAMI EDISON SENIOR HIGH SCHOOL
 - 10 WORKDAYS**
ILEANA P. GUTIERREZ – TEACHER
SHENANDOAH ELEMENTARY SCHOOL
 - 2) **RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTION PENDING APPEAL**
 - SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS**
FELIPE C. BONET – TEACHER
KINLOCH PARK MIDDLE SCHOOL

REVISED

LINK TO STRATEGIC BLUEPRINT: **HIGHLY EFFECTIVE TEACHERS, LEADERS AND STAFF**

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:

Marita Cyriaque: suspension without pay from her position as Teacher at Brownsville Middle School, for five (5) workdays, effective September 10, 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, 6A-10.080, and 6A-10.081, FAC.

**Revised
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Juan Pelaez, Jr.: suspension without pay from his position as Custodian at Kendale Elementary School, for ten (10) calendar days, effective September 10, 2015, for just cause, including, but not limited to: gross insubordination; non-performance and deficient performance of job responsibilities; 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)**.

Oswaldo Lorenzo: suspension without pay from his position as Custodian at Irving and Beatrice Peskoe K-8 Center, for two (2) calendar days, effective September 10, 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)**.

Cecile Y. Claridge: suspension without pay from her position as Teacher at Miami Edison Senior High School, for three (3) workdays, effective September 10, 2015, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policies 3121.01, Employment Standards and Fingerprinting of All Employees; 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, 6A-10.080, and 6A-10.081, FAC.

Ileana P. Gutierrez: suspension without pay from her position as Teacher at Shenandoah Elementary School, for ten (10) workdays, effective September 10, 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, 6A-10.080, and 6A-10.081, 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:

Felipe C. Bonet: suspension without pay and initiation of dismissal proceedings from his position as Teacher at Kinloch Park Middle School, effective September 10, 2015, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policies 3121.01, Employment Standards and Fingerprinting of All Employees; 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), 1012.32, 1012.33, 435.04, 435.06, and 447.209, Florida Statutes and State Board Rules 6A-5.056, 6A-10.080, and 6A-10.081, FAC.

REVISED

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 of Miami-Dade County, Florida, approve the Superintendent's recommendation for disciplinary action, which has been agreed to in the following manner:

- A) Ms. Marita Cyriaque, Teacher, Brownsville Middle School, suspension without pay for five (5) workdays, effective September 10, 2015.
- B) Mr. Juan Pelaez, Jr., Custodian, Kendale Elementary School, suspension without pay for ten (10) calendar days, effective September 10, 2015.
- C) Mr. Osvaldo Lorenzo, Custodian, Irving and Beatrice Peskoe K-8 Center, suspension without pay for two (2) calendar days, effective September 10, 2015.
- D) Ms. Cecile Y. Claridge, Teacher, Miami Edison Senior High School, suspension without pay for three (3) workdays, effective September 10, 2015.
- E) Ms. Ileana P. Gutierrez, Teacher, Shenandoah Elementary School, suspension without pay for ten (10) workdays, effective September 10, 2015.

2) That The School Board of Miami-Dade County, Florida, 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. Felipe C. Bonet, Teacher, Kinloch Park Middle School, suspension without pay and initiation of dismissal proceedings, effective September 10, 2015.

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