

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

- SUBJECT:**
- 1) **RECOMMENDED ACCEPTANCE OF AGREED UPON DISCIPLINARY ACTION – SUSPENSION WITHOUT PAY**
 - 10 CALENDAR DAYS**
PETER A. YOUNG – LEAD CUSTODIAN
NORTH DADE CENTER FOR MODERN LANGUAGES
 - 5 CALENDAR DAYS**
CHARLES J. MCDONALD – CUSTODIAN
NORTH DADE CENTER FOR MODERN LANGUAGES
 - 30 CALENDAR DAYS**
KENTISH D. HARVEY – CUSTODIAN
MIAMI NORTHWESTERN SENIOR HIGH SCHOOL
 - 2) **RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTION PENDING APPEAL**
 - SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS**
JAMAL D. JAMES – SCHOOL SECURITY MONITOR
FULFORD ELEMENTARY SCHOOL

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

REVISED

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:

Peter A. Young: suspension without pay from his position as Lead Custodian at North Dade Center for Modern Languages, for ten (10) calendar days, effective October 15, 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)**.

Charles J. McDonald: suspension without pay from his position as Custodian at North Dade Center for Modern Languages, for five (5) calendar days, effective October 26, 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)**.

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Kentish D. Harvey: suspension without pay from his position as Custodian at Miami Northwestern Senior High School, for thirty (30) calendar days, effective October 15, 2015, for just cause, including, but not limited to: gross insubordination; 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)**.

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:

Jamal D. James: suspension without pay and initiation of dismissal proceedings from his position as School Security Monitor at Fulford Elementary School, effective October 15, 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.

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

REVISED

- 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) Mr. Peter A. Young, Lead Custodian, North Dade Center for Modern Languages, suspension without pay for ten (10) calendar days, effective October 15, 2015.
 - B) Mr. Charles J. McDonald, Custodian, North Dade Center for Modern Languages, suspension without pay for five (5) calendar days, effective October 26, 2015.
 - C) Mr. Kentish D. Harvey, Custodian, Miami Northwestern Senior High School, suspension without pay for thirty (30) calendar days, effective October 15, 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. Jamal D. James, School Security Monitor, Fulford Elementary School, suspension without pay and initiation of dismissal proceedings, effective October 15, 2015.