

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

- SUBJECT:**
- 1) **RECOMMENDED ACCEPTANCE OF AGREED UPON DISCIPLINARY ACTION – SUSPENSION WITHOUT PAY**
 - 3 WORKDAYS**
YULANDA D. KERR-STEWART – TEACHER
RICHMOND HEIGHTS MIDDLE SCHOOL
 - 10 WORKDAYS**
SHELEENYA CLARK – TEACHER
SOUTH MIAMI HEIGHTS ELEMENTARY SCHOOL
 - 30 CALENDAR DAYS**
VICTORIA L. ROBINSON – SCHOOL BUS DRIVER
JACK SCHEE TRANSPORTATION CENTER
 - 10 CALENDAR DAYS**
MARLON C. JINKS – HEAD CUSTODIAN
CRESTVIEW ELEMENTARY SCHOOL
 - 20 CALENDAR DAYS**
DEBORAH J. DAVIS – SCHOOL BUS DRIVER
SOUTH TRANSPORTATION CENTER
 - 20 CALENDAR DAYS**
SEVERN E. BRADWELL – CUSTODIAN
RUTH K. BROAD/BAY HARBOR K-8 CENTER
 - 20 WORKDAYS**
MAVIS I. STRICKLAND – TEACHER
COCONUT PALM K-8 CENTER
 - 2) **RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTION PENDING APPEAL**
 - SUSPENSION WITHOUT PAY**
10 WORKDAYS
PRISCILLA A. PARRIS – TEACHER
HENRY E.S. REEVES ELEMENTARY SCHOOL
 - SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS**
VERNARD M. WHITLEY – SCHOOL SECURITY MONITOR
JOHN F. KENNEDY 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.

Revised
D-55

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:

Yulanda D. Kerr-Stewart: suspension without pay from her position as Teacher at Richmond Heights Middle School, for three (3) workdays, effective November 19, 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.

Sheleenya Clark: suspension without pay from her position as Teacher at South Miami Heights Elementary School, for ten (10) workdays, effective November 19, 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.

Victoria L. Robinson: suspension without pay from her position as School Bus Driver at Jack Schee Transportation Center, for thirty (30) calendar days, effective November 19, 2015, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; and 4213, Student Supervision and Welfare. 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

Marlon C. Jinks: suspension without pay from his position as Head Custodian at Crestview Elementary School, for ten (10) calendar days, effective November 19, 2015, for just cause, including, but not limited to: gross insubordination; excessive absenteeism; violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; and 4430, Leaves of Absence. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.67 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)**.

Deborah J. Davis: suspension without pay from her position as School Bus Driver at South Transportation Center, for twenty (20) calendar days, effective November 19, 2015, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; and 4213, Student Supervision and Welfare. 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)**.

Severn E. Bradwell: suspension without pay from his position as Custodian at Ruth K. Broad/Bay Harbor K-8 Center, for twenty (20) calendar days, effective November 19, 2015, for just cause, including, but not limited to: gross insubordination; excessive absenteeism; and violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; and 4430, Leaves of Absence. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.67 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).

Mavis I. Strickland: suspension without pay from her position as Teacher at Coconut Palm K-8 Center, for twenty (20) workdays, effective November 19, 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:

Priscilla A. Parris: suspension without pay from her position as Teacher at Henry E.S. Reeves Elementary School, for ten (10) workdays, effective November 19, 2015, for just cause, including, but not limited to: misconduct in office; gross insubordination; 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.

REVISED

Vernard M. Whitley: suspension without pay and initiation of dismissal proceedings from his position as School Security Monitor at John F. Kennedy Middle School, effective November 19, 2015, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; 4213, Student Supervision and Welfare; and 5630, Corporal Punishment and Use of Reasonable Force. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.40, 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:

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. Yulanda D. Kerr-Stewart, Teacher, Richmond Heights Middle School, suspension without pay for three (3) workdays, effective November 19, 2015.
- B) Ms. Sheleenya Clark, Teacher, South Miami Heights Elementary School, suspension without pay for ten (10) workdays, effective November 19, 2015.
- C) Ms. Victoria L. Robinson, School Bus Driver, Jack Schee Transportation Center, suspension without pay for thirty (30) calendar days, effective November 19, 2015.
- D) Mr. Marlon C. Jinks, Head Custodian, Crestview Elementary School, suspension without pay for ten (10) calendar days, effective November 19, 2015.
- E) Ms. Deborah J. Davis, School Bus Driver, South Transportation Center, suspension without pay for twenty (20) calendar days, effective November 19, 2015.
- F) Mr. Severn E. Bradwell, Custodian, Ruth K. Broad/Bay Harbor K-8 Center, suspension without pay for twenty (20) calendar days, effective November 19, 2015.
- G) Ms. Mavis I. Strickland, Teacher, Coconut Palm K-8 Center, suspension without pay for twenty (20) workdays, effective November 19, 2015.

REVISED

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) Ms. Priscilla A. Parris, Teacher, Henry E.S. Reeves Elementary School, suspension without pay for ten (10) workdays, effective November 19, 2015.
- B) Mr. Vernard M. Whitley, School Security Monitor, John F. Kennedy Middle School, suspension without pay and initiation of dismissal proceedings, effective November 19, 2015.