

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

**SUBJECT: 1) RECOMMENDED ACCEPTANCE OF AGREED UPON  
DISCIPLINARY ACTION – SUSPENSION WITHOUT PAY**

**20 WORKDAYS  
RONALD JEAN – TEACHER  
ALONZO AND TRACY MOURNING SENIOR HIGH SCHOOL**

**15 WORKDAYS  
BARBARA M. RIOS – TEACHER  
MIAMI KILLIAN SENIOR HIGH SCHOOL**

**30 WORKDAYS  
JEFFREY S. SCHMUTZLER – TEACHER  
MIAMI KILLIAN SENIOR HIGH SCHOOL**

**15 CALENDAR DAYS  
LUIS G. PUERTA – HEAD CUSTODIAN  
SOUTH MIAMI HEIGHTS ELEMENTARY SCHOOL**

**10 CALENDAR DAYS  
YUGSIMY PENA – CUSTODIAN  
SOUTH MIAMI HEIGHTS ELEMENTARY SCHOOL**

**10 CALENDAR DAYS  
DOLLESTER B. COVINGTON – CUSTODIAN  
COUNTRY CLUB MIDDLE SCHOOL**

**2) RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTION  
PENDING APPEAL**

**SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL  
PROCEEDINGS  
LIGIA PIACENTI – PT FOOD SERVICE WORKER I  
PONCE DE LEON 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:

Ronald Jean: suspension without pay from his position as Teacher at Alonzo and Tracy Mourning Senior High School, for twenty (20) workdays, effective January 14, 2016, 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.

**Revised  
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Barbara M. Rios: suspension without pay from her position as Teacher at Miami Killian Senior High School, for fifteen (15) workdays, effective January 14, 2016, 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.

Jeffrey S. Schmutzler: suspension without pay from his position as Teacher at Miami Killian Senior High School, for thirty (30) workdays, effective January 14, 2016, 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.

Luis G. Puerta: suspension without pay from his position as Head Custodian at South Miami Heights Elementary School, for fifteen (15) calendar days, effective January 14, 2016, 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)**.

Yugsimy Pena: suspension without pay from her position as Custodian at South Miami Heights Elementary School, for ten (10) calendar days, effective January 14, 2016, 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)**.

REVISED

Dollester B. Covington: suspension without pay from her position as Custodian at Country Club Middle School, for ten (10) calendar days, effective January 14, 2016, 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)**.

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:

Ligia Piacenti: suspension without pay and initiation of dismissal proceedings from her position as Part-time Food Service Worker I at Ponce De Leon Middle School, effective January 14, 2016, for just cause, including, but not limited to: excessive absenteeism; non-performance and deficient performance of job responsibilities; 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), 1012.40, 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)**.

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) Mr. Ronald Jean, Teacher, Alonzo and Tracy Mourning Senior High School, suspension without pay for twenty (20) workdays, effective January 14, 2016.
    - B) Ms. Barbara M. Rios, Teacher, Miami Killian Senior High School, suspension without pay for fifteen (15) workdays, effective January 14, 2016.
    - C) Mr. Jeffrey S. Schmutzler, Teacher, Miami Killian Senior High School, suspension without pay for thirty (30) workdays, effective January 14, 2016.
    - D) Mr. Luis G. Puerta, Head Custodian, South Miami Heights Elementary School, suspension without pay for fifteen (15) calendar days, effective January 14, 2016.
    - E) Ms. Yugsimy Pena, Custodian, South Miami Heights Elementary School, suspension without pay for ten (10) calendar days, effective January 14, 2016.
    - F) Ms. Dollester B. Covington, Custodian, Country Club Middle School, suspension without pay for ten (10) calendar days, effective January 14, 2016.
  - 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. Ligia Piacenti, Part-time Food Service Worker I, Ponce De Leon Middle School, suspension without pay and initiation of dismissal proceedings, effective January 14, 2016.

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