

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

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

**7 CALENDAR DAYS
LOWITZ LAURORE – SCHOOL BUS DRIVER
NORTH TRANSPORTATION CENTER**

**10 CALENDAR DAYS
JOSIEU ST. FLEUR – CUSTODIAN
NORTH MIAMI SENIOR HIGH SCHOOL**

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:

Lowitz Laurore: suspension without pay from his position as School Bus Driver at North Transportation Center, for seven (7) calendar days, effective February 4, 2016, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; 8600, Transportation; and 4362, Anti-Discrimination/Harassment. 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)**.

Josieu St. Fleur: suspension without pay from his position as Custodian at North Miami Senior High School, for ten (10) calendar days, effective February 4, 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)**.

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 Superintendent's recommendation for disciplinary action, which has been agreed to in the following manner:

- A) Mr. Lowitz Laurore, School Bus Driver, North Transportation Center, suspension without pay for seven (7) calendar days, effective February 4, 2016; and
- B) Mr. Josieu St. Fleur, Custodian, North Miami Senior High School, suspension without pay for ten (10) calendar days, effective February 4, 2016.

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