

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

- SUBJECT:**
- 1) **RECOMMENDED ACCEPTANCE OF AGREED UPON DISCIPLINARY ACTION – SUSPENSION WITHOUT PAY**
 - 12 CALENDAR DAYS**
DONNA M. BLATCH – SCHOOL BUS DRIVER
NORTHEAST TRANSPORTATION CENTER
 - 30 CALENDAR DAYS**
TEMEKA S. BROWN – PART-TIME FOOD SERVICE WORKER I
MIAMI PALMETTO SENIOR HIGH SCHOOL
 - 5 WORKDAYS**
ILEANA M. DIEGUEZ – TEACHER
MANDARIN LAKES K-8 CENTER
 - 10 CALENDAR DAYS**
MELINDA M. FELTON – SCHOOL BUS DRIVER
NORTH TRANSPORTATION CENTER
 - 20 WORKDAYS**
TESSIE A. JONES – SCHOOL SECURITY MONITOR II
NORTH DADE MIDDLE SCHOOL
 - 10 CALENDAR DAYS**
JORGE L. LOPEZ – LEAD CUSTODIAN
HENRY H. FILER MIDDLE SCHOOL
 - 5 WORKDAYS**
ORLY G. SIERRA – PHYSICAL EDUCATION TEACHER
PALM LAKES ELEMENTARY SCHOOL
 - 5 WORKDAYS**
RAY A. VENTO – PHYSICAL EDUCATION TEACHER
TWIN LAKES ELEMENTARY SCHOOL
 - 5 WORKDAYS**
GEORGE D. WARD – TEACHER
CUTLER BAY SENIOR HIGH SCHOOL
 - 2) **RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTION PENDING APPEAL**
 - SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS**
LEONEL MARRERO – TEACHER
MIAMI CORAL PARK SENIOR HIGH SCHOOL

REVISED

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

Revised
D-55

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:

Donna M. Blatch: suspension without pay from her position as School Bus Driver at Northeast Transportation Center, for twelve (12) calendar days, effective April 14, 2016, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; and 4382, Threatening Behavior Toward Staff Members. 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)**.

Temeka S. Brown: suspension without pay from her position as Part-Time Food Service Worker I at Miami Palmetto Senior High School, for thirty (30) calendar days, effective April 14, 2016, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; and 4382, Threatening Behavior Toward Staff Members. 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)**.

Ileana M. Dieguez: suspension without pay from her position as Teacher at Mandarin Lakes K-8 Center, for five (5) workdays, effective April 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.

Melinda M. Felton: suspension without pay from her position as School Bus Driver at North Transportation Center, for ten (10) calendar days, effective April 14, 2016, 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 8670, Post Trip Inspections of School Buses. 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)**.

Tessie A. Jones: suspension without pay from her position as School Security Monitor II at North Dade Middle School, for twenty (20) workdays, effective April 14, 2016, 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.

Jorge L. Lopez: suspension without pay from his position as Lead Custodian at Henry H. Filer Middle School, for ten (10) calendar days, effective April 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

Orly G. Sierra: suspension without pay from his position as Physical Education Teacher at Palm Lakes Elementary School, for five (5) workdays, effective April 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.

Ray A. Vento: suspension without pay from his position as Physical Education Teacher at Twin Lakes Elementary School, for five (5) workdays, effective April 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.

George D. Ward: suspension without pay from his position as Teacher at Cutler Bay Senior High School, for five (5) workdays, effective May 9, 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.

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:

Leonel Marrero: suspension without pay and initiation of dismissal proceedings from his position as Teacher at Miami Coral Park Senior High School, effective April 14, 2016, 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

- 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. Donna M. Blatch, School Bus Driver, Northeast Transportation Center, suspension without pay for twelve (12) calendar days, effective April 14, 2016.
 - B) Ms. Temeka S. Brown, Part-Time Food Service Worker I, Miami Palmetto Senior High School, suspension without pay for thirty (30) calendar days, effective April 14, 2016.
 - C) Ms. Ileana M. Dieguez, Teacher, Mandarin Lakes K-8 Center, suspension without pay for five (5) workdays, effective April 14, 2016.

- D) Ms. Melinda M. Felton, School Bus Driver, North Transportation Center, suspension without pay for ten (10) calendar days, effective April 14, 2016.
 - E) Ms. Tessie A. Jones, School Security Monitor II, North Dade Middle School, suspension without pay for twenty (20) workdays, effective April 14, 2016.
 - F) Mr. Jorge L. Lopez, Lead Custodian, Henry H. Filer Middle School, suspension without pay for ten (10) calendar days, effective April 14, 2016.
 - G) Mr. Orly G. Sierra, Physical Education Teacher, Palm Lakes Elementary School, suspension without pay for five (5) workdays, effective April 14, 2016.
 - H) Mr. Ray A. Vento, Physical Education Teacher, Twin Lakes Elementary School, suspension without pay for five (5) workdays, effective April 14, 2016.
 - I) Mr. George D. Ward, Teacher, Cutler Bay Senior High School, suspension without pay for five (5) workdays, effective May 9, 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) Mr. Leonel Marrero, Teacher, Miami Coral Park Senior High School, suspension without pay and initiation of dismissal proceedings, effective April 14, 2016.

REVISED