

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

- SUBJECT:**
- 1) **RECOMMENDED ACCEPTANCE OF AGREED UPON DISCIPLINARY ACTION – SUSPENSION WITHOUT PAY**
 - 5 WORKDAYS**
VANESSA A. DAILEY – TEACHER
VIRGINIA A. BOONE/HIGHLAND OAKS ELEMENTARY SCHOOL
 - 22 WORKDAYS**
CECILY C. RICHBURG – TEACHER
WEST HOMESTEAD K-8 CENTER
 - 22 WORKDAYS**
JENNY H. RIERA – TEACHER
WEST HOMESTEAD K-8 CENTER
 - 15 CALENDAR DAYS**
LYZA SANCHEZ – BUS AIDE
NORTH TRANSPORTATION CENTER
 - 22 WORKDAYS**
DERRICK D. TATE – TEACHER
CUTLER BAY MIDDLE SCHOOL
 - 15 WORKDAYS**
PENELOPE A. TAYLOR – TEACHER
HENRY E.S. REEVES ELEMENTARY SCHOOL
 - 10 WORKDAYS**
SAMUEL P. WATTS – TEACHER
WESTLAND HIALEAH SENIOR HIGH SCHOOL
 - 2) **RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTION PENDING APPEAL**
 - SUSPENSION WITHOUT PAY**
30 WORKDAYS
STEVEN N. HANKINS – TEACHER
COUNTRY CLUB MIDDLE SCHOOL
 - SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS**
SANDRA L. HOOD – PARAPROFESSIONAL III
MARITIME AND SCIENCE TECHNOLOGY ACADEMY
 - SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS**
RICHTER FLAMBERT – TEACHER
NORTH DADE 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:

Vanessa A. Dailey: suspension without pay from her position as Teacher at Virginia A. Boone/Highland Oaks Elementary School, for five (5) workdays, effective May 12, 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.

Cecily C. Richburg: suspension without pay from her position as Teacher at West Homestead K-8 Center, for twenty-two (22) workdays, effective May 12, 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.

Jenny H. Riera: suspension without pay from her position as Teacher at West Homestead K-8 Center, for twenty-two (22) workdays, effective May 12, 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

Lyza Sanchez: suspension without pay from her position as Bus Aide at the North Transportation Center, for fifteen (15) calendar days, effective May 12, 2016, for just cause, including, but not limited to: gross insubordination; and violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; 4430, Leaves of Absence; and 8600, Transportation. 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)**.

Derrick D. Tate: suspension without pay from his position as Teacher at Cutler Bay Middle School, for twenty-two (22) workdays, effective May 12, 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 5630, Corporal Punishment and Use of Reasonable Force. 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.

Penelope A. Taylor: suspension without pay from her position as Teacher at Henry E.S. Reeves Elementary School, for fifteen (15) workdays, effective May 12, 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, 6A-10.081, FAC.

Samuel P. Watts: suspension without pay from his position as Teacher at Westland Hialeah Senior High School, for ten (10) workdays, effective May 12, 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 6610, Internal Accounts. 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:

Steven N. Hankins: suspension without pay from his position as Teacher at Country Club Middle School, for thirty (30) workdays, effective May 12, 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 3380, Threatening Behavior Toward Staff Members. 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, 6A-10.081, FAC.

Sandra L. Hood: suspension without pay and initiation of dismissal proceedings from her position as Paraprofessional III at Maritime and Science Technology Academy, effective May 12, 2016, 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, 1012.33, 435.04, 435.06 and 447.209 Florida Statutes; and State Board Rules 6A-5.056, 6A-10.080, and 6A-10.081, FAC.

Richter Flambert: suspension without pay and initiation of dismissal proceedings from his position as Teacher at North Dade Middle School, effective May 12, 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; 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.

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. Vanessa A. Dailey, Teacher, Virginia A. Boone/ Highland Oaks Elementary School, suspension without pay for five (5) workdays, effective May 12, 2016.
 - B) Ms. Cecily C. Richburg, Teacher, West Homestead K-8 Center, suspension without pay for twenty-two (22) workdays, effective May 12, 2016.
 - C) Ms. Jenny H. Riera, Teacher, West Homestead K-8 Center, suspension without pay for twenty-two (22) workdays, effective May 12, 2016.
 - D) Ms. Lyza Sanchez, Bus Aide, North Transportation Center, suspension without pay for fifteen (15) calendar days, effective May 12, 2016.

- E) Mr. Derrick D. Tate, Teacher, Cutler Bay Middle School, suspension without pay for twenty-two (22) workdays, effective May 12, 2016.
 - F) Ms. Penelope A. Taylor, Teacher, Henry E.S. Reeves Elementary School, suspension without pay for fifteen (15) workdays, effective May 12, 2016.
 - G) Mr. Samuel P. Watts, Teacher, Westland Hialeah Senior High School, suspension without pay for ten (10) workdays, effective May 12, 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. Steven N. Hankins, Teacher, Country Club Middle School, suspension without pay for thirty (30) workdays, effective May 12, 2016.
 - B) Ms. Sandra L. Hood, Paraprofessional III, Maritime and Science Technology Academy, suspension without pay and initiation of dismissal proceedings, effective May 12, 2016.
 - C) Mr. Richter Flambert, Teacher, North Dade Middle School, suspension without pay and initiation of dismissal proceedings, effective May 12, 2016.

REVISED