

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

- SUBJECT:**
- 1) **RECOMMENDED ACCEPTANCE OF AGREED UPON DISCIPLINARY ACTION – SUSPENSION WITHOUT PAY**
 - 25 WORKDAYS**
GARVEY M. ERVILUS – TEACHER
VIRGINIA A. BOONE/HIGHLAND OAKS ELEMENTARY SCHOOL
 - 20 WORKDAYS**
ROXANA B. HERNANDEZ – TEACHER
SOUTH DADE SENIOR HIGH SCHOOL
 - 2 CALENDAR DAYS**
VERNON E. MALOY – GROUNDS LEADPERSON
FACILITIES OPERATIONS – MAINTENANCE
 - 4 WORKDAYS**
MICHAEL PHILYAW – TEACHER
WEST HOMESTEAD K-8 CENTER
 - 25 WORKDAYS**
RYAN S. RAPOSO – TEACHER
JOHN A. FERGUSON SENIOR HIGH SCHOOL
 - 2) **RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTION PENDING APPEAL**
 - SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS**
INGRID L. ARENAS – TEACHER
JORGE MAS CANOSA MIDDLE SCHOOL
 - SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS**
KATHY E. DAVIS – SCHOOL CLERK I
MIAMI NORLAND SENIOR HIGH 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:

Garvey M. Ervilus: suspension without pay from his position as Teacher at Virginia A. Boone/Highland Oaks Elementary School, for twenty-five (25) workdays, effective August 29, 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

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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, and 6A-10.081, FAC.

Roxana B. Hernandez: suspension without pay from her position as Teacher at South Dade Senior High School, for twenty (20) workdays, effective August 29, 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, and 6A-10.081, FAC.

Vernon E. Maloy: suspension without pay from his position as Grounds Leadperson at Facilities Operations – Maintenance, for two (2) calendar days, effective June 23, 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), 1012.32, 1012.40, 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)**.

Michael Philyaw: suspension without pay from his position as Teacher at West Homestead K-8 Center, for four (4) workdays, effective August 29, 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, and 6A-10.081, FAC.

Ryan S. Raposo: suspension without pay from his position as Teacher at John A. Ferguson Senior High School, for twenty-five (25) workdays, effective August 29, 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, and 6A-10.081, FAC.

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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:

Ingrid L. Arenas: suspension without pay and initiation of dismissal proceedings from her position as Teacher at Jorge Mas Canosa Middle School, effective June 23, 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, and 6A-10.081, FAC.

Kathy E. Davis: suspension without pay and initiation of dismissal proceedings from her position as School Clerk I at Miami Norland Senior High School, effective June 23, 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, 1012.40, 435.04, 435.06, and 447.209, Florida Statutes.

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. Garvey M. Ervilus, Teacher, Virginia A. Boone/Highland Oaks Elementary School, suspension without pay for twenty-five (25) workdays, effective August 29, 2016.
 - B) Ms. Roxana B. Hernandez, Teacher, South Dade Senior High School, suspension without pay for twenty (20) workdays, effective August 29, 2016.
 - C) Mr. Vernon E. Maloy, Grounds Leadperson, Facilities Operations – Maintenance, suspension without pay for two (2) calendar days, effective June 23, 2016.
 - D) Mr. Michael Philyaw, Teacher, West Homestead K-8 Center, suspension without pay for four (4) workdays, effective August 29, 2016.
 - E) Mr. Ryan S. Raposo, Teacher, John A. Ferguson Senior High School, suspension without pay for twenty-five (25) workdays, effective August 29, 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. Ingrid L. Arenas, Teacher, Jorge Mas Canosa Middle School, suspension without pay and initiation of dismissal proceedings, effective June 23, 2016.
 - B) Ms. Kathy E. Davis, School Clerk I, Miami Norland Senior High School, suspension without pay and initiation of dismissal proceedings, effective June 23, 2016.

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