

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

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

**20 CALENDAR DAYS
MICHAEL O. FOXX – CUSTODIAN
GOULDS ELEMENTARY SCHOOL**

**7 WORKDAYS
KENNARD MOORE – SCHOOL SECURITY MONITOR
MORNINGSIDE K-8 CENTER**

**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:

Michael O. Foxx: suspension without pay from his position as Custodian at Goulds Elementary School, for twenty (20) calendar days, effective July 14, 2016, for just cause, including, but not limited to: gross insubordination; 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), 1012.67, 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)**.

Kennard Moore: suspension without pay from his position as School Security Monitor at Morningside K-8 Center, for seven (7) workdays, effective August 18, 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.

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. Michael O. Foxx, Custodian, Goulds Elementary School, suspension without pay for twenty (20) calendar days, effective July 14, 2016.
- B) Mr. Kennard Moore, School Security Monitor, Morningside K-8 Center, suspension without pay for seven (7) workdays, effective August 18, 2016.

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