

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

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

**THERON A. CLARK
EDUCATIONAL ALTERNATIVE OUTREACH PROGRAM**

**GREGORY V. SOUTHWOOD-SMITH
WESTLAND HIALEAH 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:

Theron A. Clark: suspension without pay from his position at Educational Alternative Outreach Program, for thirty workdays, effective August 11, 2016, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policies 1210, Standards of Ethical Conduct; and 1210.01, 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.

Gregory V. Southwood-Smith: suspension without pay from his position at Westland Hialeah Senior High School, for twenty workdays, effective August 18, 2016, for just cause, including, but not limited to: misconduct in office; 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.

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) Theron A. Clark, Educational Alternative Outreach Program, suspension without pay for thirty workdays, effective August 11, 2016.
- B) Gregory V. Southwood-Smith, Westland Hialeah Senior High School, suspension without pay for twenty workdays, effective August 18, 2016.

REVISED