

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

- SUBJECT:**
- 1) **RECOMMENDED ACCEPTANCE OF AGREED UPON DISCIPLINARY ACTION – SUSPENSION WITHOUT PAY**
 - 15 WORKDAYS**
RUBEN E. ASECIO – TEACHER
NORMAN S. EDELCUP/SUNNY ISLES BEACH K-8 CENTER
 - 15 WORKDAYS**
ANNA M. COHENS – HEAD START ASSISTANT
CHARLES R. DREW K-8 CENTER
 - 20 WORKDAYS**
RONALD A. DENNIS – TEACHER
GRATIGNY ELEMENTARY SCHOOL
 - 15 WORKDAYS**
YESSENIA GARCIA – HEAD START EDUCATOR 2
CHARLES R. DREW K-8 CENTER
 - 5 WORKDAYS**
MARY L. HOBBS – PARAPROFESSIONAL II
MIAMI BEACH SENIOR HIGH SCHOOL
 - 2) **RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTION PENDING APPEAL**
 - DEMOTION**
KEVIN G. TILLMAN – HEAD CUSTODIAN
DR. ROLANDO ESPINOSA K-8 CENTER

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:

Ruben E. Asencio: suspension without pay from his position as Teacher at Norman S. Edelcup/Sunny Isles Beach K-8 Center, for fifteen (15) workdays, effective October 6, 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.

Anna M. Cohens: suspension without pay from her position as Head Start Assistant at Charles Drew K-8 Center, for fifteen (15) workdays, effective October 27, 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.

Ronald A. Dennis: suspension without pay from his position as Teacher at Gratigny Elementary School, for twenty (20) workdays, effective October 6, 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.

Yessenia Garcia: suspension without pay from her position as Head Start Educator 2 at Charles Drew K-8 Center, for fifteen (15) workdays, effective October 6, 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.

Mary L. Hobbs: suspension without pay from her position as Paraprofessional II at Miami Beach Senior High School, for five (5) workdays, effective October 6, 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.

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:

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Kevin G. Tillman: demotion from his position as Head Custodian at Dr. Rolando Espinosa K-8 Center, to Lead Custodian, effective October 6, 2016, for just cause, including, but not limited to: gross insubordination; non-performance and poor performance of job responsibilities; and 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), 1012.67, 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)**.

- 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. Ruben E. Asencio, Teacher, Norman S. Edelcup/Sunny Isles Beach K-8 Center, suspension without pay for fifteen (15) workdays, effective October 6, 2016.
 - B) Ms. Anna M. Cohens, Head Start Assistant, Charles R. Drew K-8 Center, suspension without pay for fifteen (15) workdays, effective October 27, 2016.
 - C) Mr. Ronald A. Dennis, Teacher, Gratigny Elementary School, suspension without pay for twenty (20) workdays, effective October 6, 2016.

- D) Ms. Yessenia Garcia, Head Start Educator 2, Charles R. Drew K-8 Center, suspension without pay for fifteen (15) workdays, effective October 6, 2016.
 - E) Ms. Mary L. Hobbs, Paraprofessional II, Miami Beach Senior High School, suspension without pay for five (5) workdays, effective October 6, 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. Kevin G. Tillman, Head Custodian, Dr. Rolando Espinosa K-8 Center, demotion to Lead Custodian, effective October 6, 2016.

REVISED