

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

- SUBJECT:**
- 1) **RECOMMENDED ACCEPTANCE OF AGREED UPON DISCIPLINARY ACTION – SUSPENSION WITHOUT PAY**
 - 2) **RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTION PENDING APPEAL**

LINK TO STRATEGIC BLUEPRINT: **HIGHLY EFFECTIVE TEACHERS, LEADERS AND STAFF**

The employees listed herein were provided written notice of the recommended disciplinary action in their respective cases.

- 1) **RECOMMENDED ACCEPTANCE OF AGREED UPON DISCIPLINARY ACTION – SUSPENSION WITHOUT PAY**

It is recommended that the School Board of Miami-Dade County, Florida, approve the Superintendent's recommendation for disciplinary action, which has been agreed to by the employees in the following manner:

Shalon T. Anderson: suspension without pay from her position as Paraprofessional I at Irving & Beatrice Peskoe K-8 Center, for ten (10) workdays, effective November 24, 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; 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.

Percide Belony: suspension without pay from her position as Bus Aide at Northwest Transportation, for five (5) calendar days, effective November 24, 2016, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; 4213, Student Supervision and Welfare; 8600, Transportation; and 8670, Post-Trip Inspections of School Buses. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 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 A. Buchanan: suspension without pay from his position as Custodian at Homestead Senior High School, for fifteen (15) calendar days, effective November 24, 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 4217, Weapons. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 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)**.

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Christopher A. Castro: suspension without pay from his position as Teacher at Cutler Bay Middle School, for two (2) workdays, effective November 24, 2016, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policies 3121, Employment Standards and Fingerprinting of all Employees; 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), 1012.32, 1012.33, 435.04, 435.06, and 447.209, Florida Statutes; and State Board Rules 6A-5.056, and 6A-10.081, FAC.

Gladys Deslauriers: suspension without pay from her position as School Bus Driver at Northwest Transportation Center, for five (5) calendar days, effective November 24, 2016, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; 4213, Student Supervision and Welfare; 8600, Transportation; and 8670, Post-Trip Inspections of School Buses. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 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)**.

Alvin J. Garvin: suspension without pay from his position as Custodian at Scott Lake Elementary School, for five (5) calendar days, effective November 24, 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), 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)**.

John A. Germain: suspension without pay from his position as Teacher at Design & Architecture Senior High School, for three (3) workdays, effective November 24, 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), 1012.32, 1012.33, and 447.209, Florida Statutes; and State Board Rules 6A-5.056, and 6A-10.081, FAC.

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Davin J. Granberry: suspension without pay from his position as Teacher at Redland Middle School, for two (2) workdays, effective November 24, 2016, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policies 3121, Employment Standards and Fingerprinting of all Employees; 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), 1012.32, 1012.33, 435.04, 435.06, and 447.209, Florida Statutes; and State Board Rules 6A-5.056, and 6A-10.081, FAC.

Tyrone R. Henry: suspension without pay from his position as Paraprofessional II at North County K-8 Center, for fifteen (15) workdays, effective November 28, 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.

Colette James: suspension without pay from her position as Teacher at Holmes Elementary School, for thirty (30) workdays, effective November 24, 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), 1012.32, 1012.33, and 447.209, Florida Statutes; and State Board Rules 6A-5.056, and 6A-10.081, FAC.

Gabriel Lazo: suspension without pay from his position as School Security Monitor II at John A. Ferguson Senior High School, for five (5) workdays, effective November 24, 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), 1012.22, 1012.32, and 447.209, Florida Statutes, and State Board Rules 6A-5.056, and 6A-10.081, FAC.

Joshua C. Paolino: suspension without pay from his position as Teacher at South Miami Middle School, for three (3) workdays, effective November 24, 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 2340, Field and Other District-Sponsored Trips. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.32, 1012.33, and 447.209, Florida Statutes; and State Board Rules 6A-5.056, and 6A-10.081, FAC.

Dorothy F. Robertson-Taylor: suspension without pay from her position as Teacher at Riverside Elementary School, for twenty (20) workdays, effective November 24, 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 2605, Research and Evaluation. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.32, 1012.33, and 447.209, Florida Statutes; and State Board Rules 6A-5.056, and 6A-10.081, FAC.

Martha A. Ross: suspension without pay from her position as Paraprofessional I at Miami Springs Middle School, for fifteen (15) workdays, effective November 24, 2016, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; 4213, Student Supervision and Welfare; and 5630, Corporal Punishment and Use of Reasonable Force. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), and 447.209, Florida Statutes.

REVISED

2) RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTION PENDING APPEAL

It is recommended 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:

Samuel P. Payne: suspension without pay and initiation of dismissal proceedings from his position as Teacher at Brownsville Middle School, effective November 24, 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), 1012.32, 1012.33, and 447.209, Florida Statutes; and State Board Rules 6A-5.056, and 6A-10.081, FAC.

Stephany Toledo: suspension without pay and initiation of dismissal proceedings from her position as Teacher at Miami Southridge Senior High School, effective November 24, 2016, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policies 3121, Employment Standards and Fingerprinting of all Employees; 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), 1012.32, 1012.33, 435.04, 435.06, and 447.209, Florida Statutes; and State Board Rules 6A-5.056, and 6A-10.081, FAC.

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. Shalon T. Anderson, Paraprofessional I, Irving & Beatrice Peskoe K-8 Center, suspension without pay for ten (10) workdays, effective November 24, 2016.
 - B) Ms. Percide Belony, Bus Aide, Northwest Transportation, suspension without pay for five (5) calendar days, effective November 24, 2016.
 - C) Mr. Derrick A. Buchanan, Custodian, Homestead Senior High School, suspension without pay for fifteen (15) calendar days, effective November 24, 2016.
 - D) Mr. Christopher A. Castro, Teacher, Cutler Bay Middle School, suspension without pay for two (2) workdays, effective November 24, 2016.
 - E) Ms. Gladys Deslauriers, School Bus Driver, Northwest Transportation, suspension without pay for five (5) calendar days, effective November 24, 2016.
 - F) Mr. Alvin J. Garvin, Custodian, Scott Lake Elementary School, suspension without pay for five (5) calendar days, effective November 24, 2016.
 - G) Mr. John A. Germain, Teacher, Design & Architecture Senior High School, suspension without pay for three (3) workdays, effective November 24, 2016.
 - H) Mr. Davin J. Granberry, Teacher, Redland Middle School, suspension without pay for two (2) workdays, effective November 24, 2016.
 - I) Mr. Tyrone R. Henry, Paraprofessional II, North County K-8 Center, suspension without pay for fifteen (15) workdays, effective November 28, 2016.
 - J) Ms. Colette James, Teacher, Holmes Elementary School, suspension without pay for thirty (30) workdays, effective November 24, 2016.
 - K) Mr. Gabriel Lazo, School Security Monitor II, John A. Ferguson Senior High School, suspension without pay for five (5) workdays, effective November 24, 2016.
 - L) Mr. Joshua C. Paolino, Teacher, South Miami Middle School, suspension without pay for three (3) workdays, effective November 24, 2016.
 - M) Ms. Dorothy F. Robertson-Taylor, Teacher, Riverside Elementary School, suspension without pay for twenty (20) workdays, effective November 24, 2016.
 - N) Ms. Martha A. Ross, Paraprofessional I, Miami Springs Middle School, suspension without pay for fifteen (15) workdays, effective November 24, 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. Samuel P. Payne, Teacher, Brownsville Middle School, suspension without pay and initiation of dismissal proceedings, effective November 24, 2016.
 - B) Ms. Stephany Toledo, Teacher, Miami Southridge Senior High School, suspension without pay and initiation of dismissal proceedings, effective November 24, 2016.

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