

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:

Chrystal D. Blue: suspension without pay from her position as Secretary/Treasurer at Dr. Henry W. Mack/West Little River K-8 Center, for five (5) workdays, effective December 26, 2016, for just cause, including, but not limited to: gross insubordination; 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), and 447.209, Florida Statutes.

Luciano Domech: suspension without pay from his position as Custodian at Eugenia B. Thomas K-8 Center, for three (3) calendar days, effective December 26, 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)**.

Osdany Hernandez: suspension without pay from his position as Custodian at Eugenia B. Thomas K-8 Center, for three (3) calendar days, effective December 26, 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)**.

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Maura Lopez: suspension without pay from her position as Custodian at Eugenia B. Thomas K-8 Center, for three (3) calendar days, effective December 26, 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)**.

Hermes Martinez: suspension without pay from his position as Lead Custodian at Eugenia B. Thomas K-8 Center, for seven (7) calendar days, effective December 26, 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)**.

Wisler Monestime: suspension without pay from his position as Lead Custodian at North Miami Elementary School, for ten (10) calendar days, effective December 15, 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)**.

Ivan Rojas: suspension without pay from his position as Custodian at Eugenia B. Thomas K-8 Center, for three (3) calendar days, effective December 26, 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)**.

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Felix Trujillo: suspension without pay from his position as Custodian at Eugenia B. Thomas K-8 Center, for three (3) calendar days, effective December 26, 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)**.

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:

Rose G. Davidson: suspension without pay and initiation of dismissal proceedings from her position as Teacher at Rainbow Park Elementary School, effective December 15, 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.

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. Chrystal D. Blue, Secretary/Treasurer, Dr. Henry W. Mack/West Little River K-8 Center, suspension without pay for five (5) workdays, effective December 26, 2016.
- B) Mr. Luciano Domech, Custodian, Eugenia B. Thomas K-8 Center, suspension without pay for three (3) calendar days, effective December 26, 2016.
- C) Mr. Osdany Hernandez, Custodian, Eugenia B. Thomas K-8 Center, suspension without pay for three (3) calendar days, effective December 26, 2016.
- D) Ms. Maura Lopez, Custodian, Eugenia B. Thomas K-8 Center, suspension without pay for three (3) calendar days, effective December 26, 2016.
- E) Mr. Hermes Martinez, Lead Custodian, Eugenia B. Thomas K-8 Center, suspension without pay for seven (7) calendar days, effective December 26, 2016.
- F) Mr. Wisler Monestime, Lead Custodian, North Miami Elementary School, suspension without pay for ten (10) calendar days, effective December 15, 2016.
- G) Mr. Ivan Rojas, Custodian, Eugenia B. Thomas K-8 Center, suspension without pay for three (3) calendar days, effective December 26, 2016.
- H) Mr. Felix Trujillo, Custodian, Eugenia B. Thomas K-8 Center, suspension without pay for three (3) calendar days, effective December 26, 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. Rose G. Davidson, Teacher, Rainbow Park Elementary School, suspension without pay and initiation of dismissal proceedings, effective December 15, 2016.

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