

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:

Daisy Carlo: suspension without pay from her position as Part-Time Food Service Worker II at South Dade Middle School, for eighteen (18) calendar days, effective January 26, 2017, 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; 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; 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)**.

REVISED

Ana L. Delgado: suspension without pay from her position as Food Service Manager III at Henry H. Filer Middle School, for ten (10) calendar days, effective January 26, 2017, 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; 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)**.

Sebastian Sanchez: suspension without pay from his position as Teacher at Miami Jackson Senior High School, for ten (10) workdays, effective January 26, 2017, 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, and 6A-10.081, FAC.

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:

Chevas V. Clements: suspension without pay from his position as Teacher at Homestead Middle School, for thirty (30) workdays, effective January 26, 2017, 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, 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. Daisy Carlo, Part-Time Food Service Worker II, South Dade Middle School, suspension without pay for eighteen (18) calendar days, effective January 26, 2017.
- B) Ms. Ana L. Delgado, Food Service Manager III, Henry H. Filer Middle School, suspension without pay for ten (10) calendar days, effective January 26, 2017.
- C) Mr. Sebastian Sanchez, Teacher, Miami Jackson Senior High School, suspension without pay for ten (10) workdays, effective January 26, 2017.

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. Chevas V. Clements, Teacher, Homestead Middle School, suspension without pay for thirty (30) workdays, effective January 26, 2017.

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