

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

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

**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.

**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:

Olive D. Anderson: suspension without pay from her position as Teacher at Gratigny Elementary School, for twenty-five (25) workdays, effective February 16, 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; 3213, 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), 1012.33, and 447.209, Florida Statutes; and State Board Rules 6A-5.056 and 6A-10.081, FAC.

Edward J. Duskow: suspension without pay from his position as Teacher at Miami Southridge Senior High School, for three (3) workdays, effective February 16, 2017, 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 and 6A-10.081, FAC.

Penelope A. Taylor: suspension without pay from her position as Teacher at Henry E.S. Reeves Elementary School, for twenty-five (25) workdays, effective February 16, 2017, 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; 3213, 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), 1012.33, and 447.209, Florida Statutes; and State Board Rules 6A-5.056 and 6A-10.081, FAC.

REVISED

**Revised
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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) Ms. Olive D. Anderson, Teacher, Gratigny Elementary School, suspension without pay for twenty-five (25) workdays, effective February 16, 2017.
- B) Mr. Edward J. Duskow, Teacher, Miami Southridge Senior High School, suspension without pay for three (3) workdays, effective February 16, 2017.
- C) Ms. Penelope A. Taylor, Teacher, Henry E.S. Reeves Elementary School, suspension without pay for twenty-five (25) workdays, effective February 16, 2017.

REVISED