

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:

Marco A. Aguero: suspension without pay from his position as Teacher at Greynolds Park Elementary School, for five (5) workdays, effective March 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; 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.

David A. Dooley: suspension without pay from his position as Custodian at Dr. Rolando Espinosa K-8 Center, for seven (7) calendar days, effective March 16, 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)**.

Karmen Duran: suspension without pay from her position as Teacher at South Dade Senior High School, for fifteen (15) workdays, effective March 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; 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.

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Bernard Hope: suspension without pay from his position as Custodian at Robert Morgan Educational Center and Technical College, for fifteen (15) calendar days, effective March 16, 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)**.

Ryan S. Raposo: suspension without pay from his position as Teacher at John A. Ferguson Senior High School, for ten (10) workdays, effective March 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; 6140, Depository Accounts; 6320, Purchasing; 6610, Internal Accounts; and 8660, Transporting Students by Private Vehicle. 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:

Rodolfo Leal: suspension without pay and initiation of dismissal proceedings from his position as Teacher at Aventura Waterways K-8 Center, effective March 16, 2017, for just cause, including, but not limited to: misconduct in office; failure to correct noted performance deficiencies; 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(3)(b), 1012.34, and 447.209, Florida Statutes; and State Board Rule 6A-5.056, FAC.

Elton L. Lewis: suspension without pay and initiation of dismissal proceedings from his position as Teacher at Dr. Michael M. Krop Senior High School, effective March 16, 2017, for just cause, including, but not limited to: misconduct in office; gross insubordination; and violation of School Board Policies 3129, Conflict of Interest; 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.

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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. Marco A. Aguero, Teacher, Greynolds Park Elementary School, suspension without pay for five (5) workdays, effective March 16, 2017.
- B) Mr. David A. Dooley, Custodian, Dr. Rolando Espinosa K-8 Center, suspension without pay for seven (7) calendar days, effective March 16, 2017
- C) Ms. Karmen Duran, Teacher, South Dade Senior High School, suspension without pay for fifteen (15) workdays, effective March 16, 2017.

- D) Mr. Bernard Hope, Custodian, Robert Morgan Educational Center and Technical College, suspension without pay for fifteen (15) calendar days, effective March 16, 2017.
 - E) Mr. Ryan S. Raposo, Teacher, John A. Ferguson Senior High School, suspension without pay for ten (10) workdays, effective March 16, 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. Rodolfo Leal, Teacher, Aventura Waterways K-8 Center, suspension without pay and initiation of dismissal proceedings, effective March 16, 2017.
 - B) Dr. Elton L. Lewis, Teacher, Dr. Michael M. Krop Senior High School, suspension without pay and initiation of dismissal proceedings, effective March 16, 2017.

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