

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

- SUBJECT:**
- 1) **RECOMMENDED ACCEPTANCE OF AGREED UPON DISCIPLINARY ACTION**
  - 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**

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:

Nathan A. Greene: suspension without pay from his position as Paraprofessional I at North Miami Senior High School, for ten (10) workdays, effective April 6, 2017, 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.

Marlon C. Jinks: demotion from his position as Head Custodian at Crestview Elementary School to Custodian, effective April 6, 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; and 4380, Threatening Behavior Toward Staff Members. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.67 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)**.

Kori J. Jones: suspension without pay from his position as Custodian at Hialeah Senior High School, for twenty (20) calendar days, effective April 6, 2017, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; and 4380, Threatening Behavior Toward Staff Members. 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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James A. Monsanto: suspension without pay from his position as Head Custodian at Frederick Douglass Elementary School, for ten (10) calendar days, effective April 6, 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)**.

Michael H. Plummer: suspension without pay from his position as Teacher at Miami Springs Middle School, for twenty (20) workdays, effective April 6, 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.

Abner Reyes: suspension without pay from his position as Teacher at South Miami Community Middle School, for twenty-five (25) workdays, effective April 6, 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.

John C. Sacca: suspension without pay from his position as Teacher at G. Holmes Braddock Senior High School, for three (3) workdays, effective April 6, 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.

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## 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:

Marta L. Zayas: suspension without pay from her position as Teacher at Emerson Elementary School, for fifteen (15) workdays, effective April 6, 2017, for just cause, including, but not limited to: gross insubordination; 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.

- 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. Nathan A. Greene, Paraprofessional I, North Miami Senior High School, suspension without pay for ten (10) workdays, effective April 6, 2017.

- B) Mr. Marlon C. Jinks, Head Custodian, Crestview Elementary School, demotion to Custodian, effective April 6, 2017.
  - C) Mr. Kori J. Jones, Custodian, Hialeah Senior High School, suspension without pay for twenty (20) calendar days, effective April 6, 2017.
  - D) Mr. James A. Monsanto, Head Custodian, Frederick Douglass Elementary School, suspension without pay for ten (10) calendar days, effective April 6, 2017.
  - E) Mr. Michael H. Plummer, Teacher, Miami Springs Middle School, suspension without pay for twenty (20) workdays, effective April 6, 2017.
  - F) Mr. Abner Reyes, Teacher, South Miami Community Middle School, suspension without pay for twenty-five (25) workdays, effective April 6, 2017.
  - G) Mr. John C. Sacca, Teacher, G. Holmes Braddock Senior High School, suspension without pay for three (3) workdays, effective April 6, 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) Ms. Marta L. Zayas, Teacher, Emerson Elementary School, suspension without pay for fifteen (15) workdays, effective April 6, 2017.

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