

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:

Ramona L. King: suspension without pay from her position as Bus Aide at Central West Transportation Center, for ten (10) calendar days, effective May 25, 2017, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; 4213, Student Supervision and Welfare; and 8600, Transportation. 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)**.

Audrey McGuire: suspension without pay from her position as School Bus Driver at Central West Transportation Center, for ten (10) calendar days, effective May 25, 2017, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; 4213, Student Supervision and Welfare; and 8600, Transportation. 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)**.

Ronnie E. Nelson: suspension without pay from his position as Custodian at North Dade Middle School, for twenty (20) calendar days, effective May 25, 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 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

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:

Theresa J. Brown: suspension without pay and initiation of dismissal proceedings from her position as Paraprofessional I at Lenora Braynon Smith Elementary School, effective May 25, 2017, for just cause, including, but not limited to: violation of School Board Policies 4121.01, Employment Standards and Fingerprinting of All Employees; 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), 1012.32, 1012.40, 435.04, 435.06, and 447.209, Florida Statutes.

Daniel Garcia: suspension without pay and initiation of dismissal proceedings from his position as Teacher at Hialeah Gardens Senior High School, effective May 25, 2017, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policies 3121.01, Employment Standards and Fingerprinting of All Employees; 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, 435.04, 435.06, and 447.209, Florida Statutes; and State Board Rules 6A-5.056 and 6A-10.081, FAC.

Toni R. Gillespie-Boykin: suspension without pay and initiation of dismissal proceedings from her position as Teacher at Caribbean K-8 Center, effective May 25, 2017, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policies 3121.01, Employment Standards and Fingerprinting of All Employees; 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, 435.04, 435.06, and 447.209, Florida Statutes; and State Board Rules 6A-5.056 and 6A-10.081, FAC.

Herman J. Wiles: suspension without pay and initiation of dismissal proceedings from his position as Custodian at North Miami Senior High School, effective May 25, 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), 1012.40, 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

**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. Ramona L. King, Bus Aide, Central West Transportation Center, suspension without pay for ten (10) calendar days, effective May 25, 2017.
- B) Ms. Audrey McGuire, School Bus Driver, Central West Transportation Center, suspension without pay for ten (10) calendar days, effective May 25, 2017.
- C) Mr. Ronnie E. Nelson, Custodian, North Dade Middle School, suspension without pay for twenty (20) calendar days, effective May 25, 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. Theresa J. Brown, Paraprofessional I, Lenora Braynon Smith Elementary School, suspension without pay and initiation of dismissal proceedings, effective May 25, 2017.
- B) Mr. Daniel Garcia, Teacher, Hialeah Gardens Senior High School, suspension without pay and initiation of dismissal proceedings, effective May 25, 2017.
- C) Ms. Toni R. Gillespie-Boykin, Teacher, Caribbean K-8 Center, suspension without pay and initiation of dismissal proceedings, effective May 25, 2017.
- D) Mr. Herman J. Wiles, Custodian, North Miami Senior High School, suspension without pay and initiation of dismissal proceedings, effective May 25, 2017.

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