

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

**SUBJECT: RECOMMENDED ACCEPTANCE OF AGREED UPON
DISCIPLINARY ACTION**

**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

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:

Johnny Durham: suspension without pay from his position as Lead Custodian at Young Men's Preparatory Academy, for ten (10) calendar days, effective July 13, 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; 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

Maydel Fernandez: suspension without pay from her position as Teacher at Henry S. West Laboratory School, for seven (7) workdays, effective August 17, 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.

Marco A. Sierra: suspension without pay from his position as Custodian at Young Men's Preparatory Academy, for three (3) calendar days, effective July 13, 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; 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
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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) Mr. Johnny Durham, Lead Custodian, Young Men's Preparatory Academy, suspension without pay for ten (10) calendar days, effective July 13, 2017.
- B) Ms. Maydel Fernandez, Teacher, Henry S. West Laboratory School, suspension without pay for seven (7) workdays, effective August 17, 2017.
- C) Mr. Marco A. Sierra, Custodian, Young Men's Preparatory Academy, suspension without pay for three (3) calendar days, effective July 13, 2017.

REVISED