

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:

Raul Amores: suspension without pay from his position as Teacher at West Miami Middle School, for fifteen (15) workdays, effective September 7, 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.

REVISED

Edwin A. Bonilla: suspension without pay from his position as Teacher at Alonzo and Tracy Mourning Senior High School, for twenty-five (25) workdays, effective September 7, 2017, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policies 2340, Field and Other District-Sponsored Trips; 3210, Standards of Ethical Conduct; 3210.01, Code of Ethics; 3213, Student Supervision and Welfare; and 8640, Transportation for Field and Other District-Sponsored Trips. 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.

Miguel D. Castineira: suspension without pay from his position as Teacher at Kinlock Park Middle School, for seven (7) workdays, effective September 7, 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; 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.

Leon E. Dixon: suspension without pay from his position as Teacher at Holmes Elementary School, for three (3) workdays, effective September 7, 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 8442, Reporting Accidents. 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.

Windora D. Joyce: suspension without pay from his position as School Security Monitor at Miami Carol City Senior High School, for twenty (20) workdays, effective September 7, 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 4213, Student Supervision and Welfare. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), and 447.209, Florida Statutes.

Brian M. Lewis: suspension without pay from his position as Teacher at Citrus Grove Middle School, for three (3) workdays, effective September 7, 2017, for just cause, including, but not limited to: misconduct in office; gross insubordination; excessive absenteeism; and violation of School Board Policies 3210, Standards of Ethical Conduct; 3210.01, Code of Ethics; and 3430, Leaves of Absence. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.33, 1012.67, and 447.209, Florida Statutes; and State Board Rules 6A-5.056 and 6A-10.081, FAC.

Jeffrey K. Morris: suspension without pay from his position as School Security Monitor at Alonzo and Tracy Mourning Senior High School, for twenty-five (25) workdays, effective September 7, 2017, for just cause, including, but not limited to: violation of School Board Policies 2340, Field and Other District-Sponsored Trips; 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; 4213, Student Supervision and Welfare; and 8640, Transportation for Field and Other District-Sponsored Trips. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), and 447.209, Florida Statutes.

Shaniqua M. Murray: suspension without pay from her position as Teacher at Crestview Elementary School, for three (3) workdays, effective September 7, 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.

REVISED

James A. Pringle: suspension without pay from his position as Part-Time Food Service Worker I at Poinciana Park Elementary School, for ten (10) calendar days, effective September 7, 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 4217, Weapons. 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)**.

Mario Rodriguez: suspension without pay from his position as Teacher at Riverside Elementary School, for three (3) workdays, effective September 7, 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.

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:

David A. Dooley: suspension without pay and initiation of dismissal proceedings from his position as Custodian at Dr. Rolando Espinosa K-8 Center, effective September 7, 2017, for just cause, including, but not limited to: gross insubordination; excessive absenteeism; and violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; and 4430, Leaves and Absence. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.40, 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)**.

Silvia T. Jardines: suspension without pay and initiation of dismissal proceedings from her position as Teacher at William H. Turner Technical Arts High School, effective September 7, 2017, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policies 2605, Research and Evaluation; 2623, Student Assessment; 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 S. Loeffler: suspension without pay and initiation of dismissal proceedings from his position as Teacher at Irving & Beatrice Peskoe K-8 Center, effective September 7, 2017, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policies 2605, Research and Evaluation; 2623, Student Assessment; 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.

Willie D. Mack: demotion from his position as Head Custodian at North Miami Beach Senior High School, to Lead Custodian, effective September 7, 2017, for just cause, including, but not limited to: gross insubordination; non-performance and poor performance of job responsibilities; 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), 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)**.

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) Mr. Raul Amores, Teacher, West Miami Middle School, suspension without pay for fifteen (15) workdays, effective September 7, 2017.
 - B) Mr. Edwin A. Bonilla, Teacher, Alonzo and Tracy Mourning Senior High School, suspension without pay for twenty-five (25) workdays, effective September 7, 2017.
 - C) Mr. Miguel D. Castineira, Teacher, Kinloch Park Middle School, suspension without pay for seven (7) workdays, effective September 7, 2017.
 - D) Mr. Leon E. Dixon, Teacher, Holmes Elementary School, suspension without pay for three (3) workdays, effective September 7, 2017.
 - E) Mr. Windora D. Joyce, School Security Monitor, suspension without pay for twenty (20) workdays, effective September 7, 2017.

- F) Mr. Brian M. Lewis, Teacher, Citrus Grove Middle School, suspension without pay for three (3) workdays, effective September 7, 2017.
 - G) Mr. Jeffrey K. Morris, School Security Monitor, suspension without pay for twenty-five (25) workdays, effective September 7, 2017.
 - H) Ms. Shanikqua M. Murray, Teacher, Crestview Elementary School, suspension without pay for three (3) workdays, effective September 7, 2017.
 - I) Mr. James A. Pringle, Part-Time Food Service Worker I, Poinciana Park Elementary School, suspension without pay for ten (10) calendar days, effective September 7, 2017.
 - J) Mr. Mario Rodriguez, Teacher, Riverside Elementary School, suspension without pay for three (3) workdays, effective September 7, 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. David A. Dooley, Custodian, Dr. Rolando Espinosa K-8 Center, suspension without pay and initiation of dismissal proceedings, effective September 7, 2017.
 - B) Ms. Silvia T. Jardines, Teacher, William H. Turner Technical Arts High School, suspension without pay and initiation of dismissal proceedings, effective September 7, 2017.
 - C) Mr. David S. Loeffler, Teacher, Irving & Beatrice Peskoe K-8 Center, suspension without pay and initiation of dismissal proceedings, effective September 7, 2017.
 - D) Mr. Willie D. Mack, Head Custodian, North Miami Beach Senior High School, demotion to Lead Custodian, effective September 7, 2017.

REVISED