

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**

This item seeks the Board's approval for employee disciplinary actions that are 1) agreed upon by the employee and 2) pending the outcome of an administrative hearing or grievance/arbitration proceeding, if requested. The employees listed herein were provided written notice of the recommended disciplinary action in their respective cases.

- RECOMMENDED:**
- 1) 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.
    - A) Carol L. Ball: suspension without pay from her position as Part-time Food Service Worker I at Cutler Ridge Elementary School, for five (5) calendar days, effective April 18, 2019, 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; 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).
    - B) Orlando Gonzalez: suspension without pay from his position as Secondary Counselor at Palm Springs Middle School, for fifteen (15) workdays, effective April 18, 2019, for just cause, including, but not limited to: misconduct in office; gross insubordination; excessive absences; 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, 1012.67, and 447.209, Florida Statutes; and State Board Rules 6A-5.056 and 6A-10.081, FAC.

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- C) Teresita J. O'Reilly: suspension without pay from her position as Head Start Educator at South Hialeah Elementary School, for thirty (30) workdays, effective April 18, 2019, for just cause, including, but not limited to: gross insubordination to previously issued directives; excessive absences; 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.
- D) Mathadai Persaud: suspension without pay from her position as Food Service Manager II at West Homestead K-8 Center, for five (5) calendar days, effective April 18, 2019, for just cause, including, but not limited to: gross insubordination to previously issued directives; 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).
- E) Marcia White: suspension without pay from her position as School Bus Driver at John H. Schee Transportation Center, for five (5) calendar days, effective April 18, 2019, 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; 7540.04, Staff Responsible Use of Technology, Social Media, and District Network Systems; 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).
- F) Michael L. Wood: suspension without pay from his position as Teacher at Miami Norland Senior High School, for twenty (20) workdays, effective April 18, 2019, 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

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.

A) Tonya D. Ragin: suspension without pay and initiation of dismissal proceedings from her position as School Bus Driver at Central West Transportation Center, effective April 18, 2019, 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), 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.

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