

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**
 - 3) **REQUESTED APPROVAL OF SETTLEMENT AGREEMENT FOR DISCIPLINARY MATTER THAT HAS BEEN APPEALED**

LINK TO STRATEGIC BLUEPRINT: **HIGHLY EFFECTIVE TEACHERS, LEADERS AND STAFF**

This item seeks the Board's approval for 1) employee disciplinary actions that are agreed upon by the employee; 2) employee disciplinary actions pending the outcome of an administrative hearing or grievance/arbitration proceeding, if requested; and 3) a Settlement Agreement, transmitted to the Board under separate cover, resulting from a disciplinary matter that has been appealed.

The employees listed herein were provided written notice of the recommended disciplinary action in their respective cases.

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 by the employee.
 - A) Teresa O. Arce: suspension without pay from her position as Custodian at North Twin Lakes Elementary School, for ten (10) calendar days, effective July 25, 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 8700, Anti-Fraud. 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).

- 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) Keyonna L. McCown: suspension without pay and initiation of dismissal proceedings from her position as Citizens Information Specialist at Southwest Transportation Center, effective July 25, 2019, for just cause, including, but not limited to: violation of School Board Policies 4121.01, Employment Standards and Fingerprinting; 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.
- 3) That, in the appeal of disciplinary action that was taken by the Board at its meeting of December 6, 2017, to suspend without pay and initiate dismissal proceedings against Derrick Pittman, and the charges that led to the employee's suspension have been resolved; thereby, that the School Board of Miami-Dade County, Florida, approve the Settlement Agreement in the arbitration matter between the School Board of Miami-Dade County, AFSCME, and Derrick Pittman, and reinstate employee Derrick Pittman to his position as a Custodian.

REVISED