

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) Rinna I. Dickson: suspension without pay from her position as Paraprofessional III at Gulfstream Elementary School, for thirty (30) workdays, effective September 5, 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.
 - B) Wanda R. Frith: suspension without pay from her position as Part-Time Food Service Worker II at Frank C. Martin K-8 Center, for five (5) calendar days, effective September 5, 2019, 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).

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- C) Diego I. Garcia: suspension without pay from his position as Teacher at Miami Beach Senior High School, for five (5) workdays, effective September 5, 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.
 - D) Willie Mills: suspension without pay from his position as JROTC Instructor at North Miami Senior High School, for thirty (30) workdays, effective September 5, 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.
 - E) Marvin D. Umana: suspension without pay from his position as Security Specialist at Lindsey Hopkins Technical College, for fifteen (15) calendar days, effective September 5, 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 4380, Threatening Behavior Toward Staff Members. 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) Raul Amores: suspension without pay from his position as Teacher at West Miami Middle School, for thirty (30) workdays, effective September 5, 2019, 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.

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- B) Willie E. Cooper, Jr.: suspension without pay and initiation of dismissal proceedings from his position as Sprinkler Mechanic, Facilities Maintenance and Operations, effective September 5, 2019, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; 8651, Board-Owned Vehicles; and 8700, Anti-Fraud. 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).
- C) Celhomme Jean Francois: suspension without pay from his position as School Bus Driver at North Transportation Center, for thirty (30) calendar days, effective September 5, 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; 8600, Transportation; and 8670, Post Trip Inspections of School Buses. 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).
- D) Denise H. Johnson: suspension without pay from her position as School Bus Driver at John H. Schee Transportation Center, for thirty (30) calendar days, effective September 5, 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; 8600, Transportation; and 8670, Post Trip Inspections of School Buses. 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) Duane L. Jones: suspension without pay and initiation of dismissal proceedings from his position as School Bus Driver at Southwest Transportation Center, effective September 5, 2019, 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; 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).

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- F) Jeanette Ruiz: suspension without pay and initiation of dismissal proceedings from her position as Data Input Specialist II at Dr. Edward L. Whigham Elementary School, effective September 5, 2019, 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 of 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.
- G) Julius L. Sawyer: suspension without pay and initiation of dismissal proceedings from his position as Custodian at Building Operations, effective September 5, 2019, for just cause, including, but not limited to: gross insubordination; and 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), 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).
- H) Dwight T. Stevens: suspension without pay and initiation of dismissal proceedings from his position as Vocational Education Teacher at Law Enforcement Officers Memorial High School, effective September 5, 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.

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