

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.

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 employees.
 - A) Jean C. Altenor: suspension without pay from his position as Lead Custodian at Hubert O. Sibley K-8 Academy, for fifteen (15) calendar days, effective November 21, 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).

**Revised
D-55**

- B) Pasha M. Cardin: suspension without pay from her position as Teacher at Coral Reef Elementary School, for five (5) workdays, effective November 21, 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.
- C) Jose De la Pera: suspension without pay from his position as Lead Custodian at Olympia Heights Elementary School, for fifteen (15) calendar days, effective November 21, 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).
- D) William B. Johnson: suspension without pay from his position as School Bus Driver at Northeast Transportation Center, for fifteen (15) calendar days, effective November 21, 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), 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) Aleah E. Shroyer: suspension without pay from her position as Teacher at North Miami Middle School, for three (3) workdays, effective November 21, 2019, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policies 3121.01, Employment Standards and Fingerprinting of All Employees; 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.
- F) Ananias Suero: suspension without pay from her position as Paraprofessional III at Hialeah Gardens Elementary School, for thirty (30) workdays, effective November 21, 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 5630, Corporal Punishment and Use of Reasonable Force. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), and 447.209, Florida Statutes.

REVISED

- G) Samantha K. Whimley: suspension without pay from her position as Custodian at Carol City Middle School, for ten (10) calendar days, effective November 21, 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 4430, Leaves of Absence. 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).
 - H) Katrina M. Williams: suspension without pay from her position as Teacher at Riviera Middle School, for twenty (20) workdays, effective November 21, 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.
- 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) Vally J. Bastien: suspension without pay and initiation of dismissal proceedings from her position as Teacher at Miami Southridge Senior High School, effective November 21, 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.
 - B) Blucher Menelas: suspension without pay and initiation of dismissal proceedings from his position as Teacher at Dr. Michael M. Krop Senior High School, effective November 21, 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 5630, Corporal Punishment and Use of Reasonable Force. 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

- C) Carlos M. Sanjurjo: suspension without pay from his position as Teacher at E.W.F. Stirrup Elementary School, for ten (10) workdays, effective November 21, 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) Vernard M. Whitley: suspension without pay and initiation of dismissal proceedings from his position as School Security Monitor at Thomas Jefferson Middle School, effective November 21, 2019, for just cause, including, but not limited to: continued gross insubordination; and 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), 1012.40, and 447.209, Florida Statutes.

REVISED