

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 employee.
 - A) Eric L. Barron: suspension without pay from his position as Head Custodian at Brentwood Elementary School, for ten (10) calendar days, effective August 13, 2020, 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) Benjamin Fullington: suspension without pay from his position as Plumber II Journeyperson at Maintenance Service Center 1, for thirty (30) calendar days, effective August 13, 2020, 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 IV and XI, Section 4 of the Contract between the Miami-Dade County Public Schools and the Dade County Schools Maintenance Employee Committee (DCSMEC).
- C) Ricardo J. Gispert: suspension without pay from his position as Glazier II Journeyperson at Maintenance Service Center 4, for twenty (20) calendar days, effective August 13, 2020, 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 IV and XI, Section 4 of the Contract between the Miami-Dade County Public Schools and the Dade County Schools Maintenance Employee Committee (DCSMEC).
- D) Pedro U. Gonzalez: suspension without pay from his position as Pipefit Gas Systems Mechanic II at Maintenance Service Center 4, for twenty (20) calendar days, effective August 13, 2020, 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 IV and XI, Section 4 of the Contract between the Miami-Dade County Public Schools and the Dade County Schools Maintenance Employee Committee (DCSMEC).
- 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) Evnel Dalmond: suspension without pay and initiation of dismissal proceedings from his position as Custodian at Maya Angelou Elementary School, effective August 13, 2020, 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).

REVISED