

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) Stanley J. Brown: suspension without pay from his position as Senior JROTC Instructor at American Senior High School, for three (3) workdays, effective March 29, 2021, 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.

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- B) Maylee A. Costa: suspension without pay from her position as Student Activities Director at Miami Beach Senior High School, for three (3) workdays, effective March 18, 2021, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policy 7510, Use of District Facilities. 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) Jennifer A. Felder: suspension without pay from her position as Records Analyst at Capital Improvement Projects, for four (4) workdays, effective March 18, 2021, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; 4430, Leaves of Absence; and 8700, Anti-Fraud. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.67, and 447.209, Florida Statutes.
- D) Andre Franks: suspension without pay from his position as Teacher at North Miami Senior High School, for ten (10) workdays, effective March 18, 2021, 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 3217, Weapons. This action is taken in accordance with Sections 1001.32(2), 1012.221(1)(f), 1012.33, and 447.209, Florida Statutes; and State Board Rules 6A-5.056 and 6A-10.081, FAC.
- E) Daniel Nahmouli: suspension without pay from his position as Teacher at Alonzo & Tracy Mourning Senior High School, for thirty (30) workdays, effective March 18, 2021, for just cause, including, but not limited to: misconduct in office; 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, and 447.209, Florida Statutes; and State Board Rules 6A-5.056 and 6A-10.081, FAC.
- F) Maria T. Rodriguez: suspension without pay from her position as Principal on Special Assignment at North Region Office, for seven (7) workdays, effective March 25, 2021, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policy 7510, Use of District Facilities. 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.

ADDED

- 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) Lashawn D. Gilbert: suspension without pay from her position as School Bus Driver at North Transportation Center, for fifteen (15) calendar days, effective March 18, 2021, 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).
  - B) Jessie Maguire-Stebenne: suspension without pay and initiation of dismissal proceedings from her position as Trust Specialist at Miami Beach Fienberg/Fisher K-8 Center, effective March 18, 2021, 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), 1012.32, 1012.33, 435.04, 435.06, and 447.209, Florida Statutes; and State Board Rules 6A-5.056 and 6A-10.081, FAC.

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