

Dr. Dawn M. Baglos, 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 PLAN: **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.

REVISE

- 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) Audrey Betancourt: suspension without pay from her position as Teacher at Coral Way K-8 Center, for five (5) workdays, effective January 13, 2022, 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.

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- B) Dennis Obsaint: suspension without pay from his position as School Security Monitor at Miami Jackson Senior High School, for ten (10) workdays, effective January 13, 2022, 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), and 447.209, Florida Statutes.
 - C) Laveta P. Wesley: suspension without pay from her position as Lead Custodian at Rainbow Park Elementary School, for fifteen (15) calendar days, effective January 13, 2022, 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) Daniel Delgado: suspension without pay and initiation of dismissal proceedings from his position as Plumber II at Maintenance Service Center 1, effective January 13, 2022, 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 IV and XI, Section 4 of the Contract between the Miami-Dade County Public Schools and the Dade County Schools Maintenance Employee Committee (DCSMEC).
 - B) Warnell Green: suspension without pay from her position as Teacher at Norma Butler Bossard Elementary School, for twenty (20) workdays, effective January 13, 2022, 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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