

Dr. Dawn M. Baglos, Chief Human Capital Officer
Office of Human Capital Management

SUBJECT: RECOMMENDED ACCEPTANCE OF AGREED UPON DISCIPLINARY ACTION

LINK TO STRATEGIC PLAN: HIGHLY EFFECTIVE TEACHERS, LEADERS AND STAFF

This item seeks the Board's approval for an employee disciplinary action that is agreed upon by the employee. The employee listed herein was provided written notice of the recommended disciplinary action in his respective case.

REVISE

RECOMMENDED: 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) Terry A. Smith: suspension without pay from his position as Head Custodian at School Ops/Special Programs, for seven (7) calendar days, effective July 25, 2024, 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
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