

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.

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) Manuel Diaz: suspension without pay from his position as Teacher at Hialeah Senior High School, for five (5) workdays, effective September 10, 2026, 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.

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- B) Wilfredo R. Martinez: suspension without pay from his position as Teacher at Dr. William A. Chapman Elementary School, for three (3) workdays, effective September 10, 2026, for just cause, including, but not limited to: misconduct in office; insubordination; and violation of School Board Policies 3210, Standards of Ethical Conduct; 3210.01, Code of Ethics; 3213, Student Supervision and Welfare; 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.
- C) Alain Romaris Lopez: suspension without pay from his position as Refrigeration Mechanic II at Maintenance Service Center 3, for three (3) calendar days, effective September 10, 2026, for just cause, including, but not limited to: insubordination; and violation of School Board Policies 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), 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 School Maintenance Employee Committee (DCSMEC).
- D) Antonio R. Smith: suspension without pay from his position as Teacher at North Miami Middle School, for five (5) workdays, effective September 10, 2026, 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.
- E) Alejandro Suarez: suspension without pay from his position as Teacher at Rockway Middle School, for three (3) workdays, effective September 10, 2026, 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.
- F) Shenika M. Tuff: suspension without pay from her position as Teacher at Edison Park K-8 Center, for three (3) workdays, effective September 10, 2026, 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.

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- G) Giovonni A. Wilson: suspension without pay from his position as Behavior Modification Coach at North County K-8 Center, for five (5) workdays, effective September 10, 2026, 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.
- 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) Arlene Arias: suspension without pay from her position as Para III-PreK at Earlington Heights Elementary School, for ten (10) workdays, effective September 10, 2026, 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.
- B) Luis A. Hernandez: suspension without pay from his position as Teacher at Homestead Senior High School, for ten (10) workdays, effective September 10, 2026, 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) Iliana A. Llosa: suspension without pay from her position as Teacher at Hialeah-Miami Lakes Senior High School, for five (5) workdays, effective September 10, 2026, 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) Simino D. Walden: suspension without pay and initiation of dismissal proceedings from his position as Para I-Behavioral at Miami Central Senior High School, effective September 10, 2026, 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.

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