Office of the Superintendent
Board Meeting of November 18, 2026

November 4, 2026

Office of Human Capital Management
Mr. Dennis Carmona, Chief Human Capital Officer

SUBJECT: **DISCIPLINARY ACTION FOR EMPLOYEES**

COMMITTEE: *[Click to Select Committee]*

ALIGNMENT: **OPERATIONAL IMPACT**

INDICATOR:
(If Strategic Impact) **N/A**

DECISION MATRIX:
(If Strategic Impact) **N/A**

DECISION MATRIX JUSTIFICATION:
(If Strategic Impact)

N/A

This item presents for the Board's consideration several recommended actions with respect to pending employee disciplinary matters. Some of the affected employees may agree to the pending disciplinary action and may waive their right to an administrative hearing or grievance/arbitration proceeding. In addition, some of the affected employees who are being recommended for disciplinary action may contest the recommended disciplinary action by requesting in writing, an administrative hearing or grievance/arbitration proceeding.

Staff is in the process of reviewing disciplinary action for the subject employees. Once this review is completed, additional details, which will include specific disciplinary recommendations for each of the identified employees, will be submitted prior to the School Board Meeting of November 18, 2026, for the Board's review and approval.

If the School Board accepts the Superintendent's recommendation, each employee will be individually notified of the School Board's action.

RECOMMENDED:

That The School Board of Miami-Dade County, Florida, approve the Superintendent's recommendation for:

1. agreed upon disciplinary action; and

2. disciplinary action, pending the outcome of an administrative hearing or grievance/arbitration proceeding.