

February 12, 2013

TO: MEMBERS OF THE SCHOOL BOARD OF PINELLAS COUNTY

FROM: MICHAEL A. GREGO, Ed.D., SUPERINTENDENT

SUBJECT: Request Approval of the Recommendation to Dismiss Ms. Billie Combs, Bus Driver, Transportation Department

BACKGROUND:

Ms. Billie Combs has violated the Safe Driver Plan and dismissal is recommended.

STRATEGIC DIRECTION: Managing Productive Systems

ALTERNATIVES:

1. Accept the Superintendent's recommendation to dismiss Ms. Combs effective the close of business on February 12, 2013
2. If an administrative hearing is requested, suspend Ms. Combs without pay effective February 13, 2013, until the conclusion of the hearing process and direct the Staff Attorney to submit the request to the Division of Administrative Hearings.
3. Reject the Superintendent's recommendation.

RECOMMENDATION:

Alternative #1 is recommended.

RATIONALE:

On January 13, 2012, Ms. Combs was assessed a total of five points (5) for an accident and citation. On May 1, 2012, Ms. Combs was assessed a total of six (6) points for an accident and citation. On August 20, 2012, Ms. Combs was assessed a total of five (5) points for an accident and citation. Following the administrative appeal process on December 11, 2012, the Safe Driver Committee upheld the assessed points {five (5)} from the August 20, 2012 accident/citation bringing her accumulated total to sixteen (16) points in one calendar year. The Safe Driver Plan mandates the dismissal of an employee who accumulates a total of twelve (12) points in a consecutive calendar year.

This recommendation to dismiss Ms. Combs is based on the fact that she violated Pinellas County School Board Policies 4140 A (9a), "Failure to perform the duties of the position," 4140 A (19), "Failure to correct performance deficiencies" and 4140 A (28), "Violation of Safe Driver Plan"

EMPLOYMENT HISTORY:

08/08/06 Bus Driver Substitute, Transportation Department
09/05/06 Bus Driver, Transportation Department

EVALUATIONS:

Ms. Combs' performance appraisals have been satisfactory with the following exceptions:

02/21/08 Needs Improvement: Attendance
02/06/09 Needs Improvement: Judgment

DISCIPLINE:

November, 2008 Caution, Supervisor, Safe Driver Plan
11/14/12 Suspended three (3) days without pay, District, Failure to correct performance deficiencies and Safe Driver Plan
12/11/12 Reprimand, Supervisor, Failure to correct performance deficiencies and Safe Driver Plan

EMPLOYEE STATEMENT:

Ms. Combs stated she did not know that violations of the Safe Driver Plan would result in dismissal.

CONCLUSION:

Since the Safe Driver Plan mandates dismissal of an employee who is assessed twelve (12) points in a consecutive calendar year, Ms. Combs is being recommended for dismissal.

IMPACT STATEMENT:

Ms. Combs' annual salary is \$19,814.40.

DATA SOURCE:

Valencia Walker, Administrator, Office of Professional Standards
Richard McBride, Director, Transportation Department

SUBMITTED BY:

Laurie Dart, Staff Attorney – reviewed as to form

Case number 13B – 005