

Office of Human Resources
Howard S. Tames, Chief Personnel Officer

SUBJECT: APPOINTMENTS AND ASSIGNMENTS OF PERSONNEL NEW TO THE SCHOOL DISTRICT

COMMITTEE: LEGISLATIVE RELATIONS, PUBLIC RELATIONS AND PERSONNEL SERVICES

The following recommended appointments reflect assignments of personnel, including Managerial Exempt Personnel (MEP), professional and technical personnel (DCSAA) and personnel in the IO salary schedule to the District. The MEP and DCSAA recommendations are made in accordance with Board Rules 6Gx13- 4A-1.16, 6Gx13- 4A-1.61, and the DCSAA labor contract. The assignments and appointments of personnel, are a direct result of the Board-approved advertisement and selection process.

Kriner Cash, Ed.D. is recommended for appointment to the open budgeted position of Chief of Accountability and Systemwide Performance, MEP, pay grade 26, Accountability and Systemwide Performance. Dr. Cash received a Bachelor of Arts Degree in Political Science from Princeton University, Princeton, New Jersey, in June 1977, a Master of Arts Degree in Administration and Policy Analysis from Stanford University, Stanford, California, in June 1978, and a Doctorate of Education Degree in Cultural Diversity and Curriculum Reform from the University of Massachusetts, Amherst, Massachusetts, in March 1991. Dr. Cash's extensive work history includes Superintendent of Schools, Martha's Vineyard Public Schools, Martha's Vineyard, Massachusetts; Associate Dean, Interim Director, Supervisor, Principal Investigator and Co-Program Director, and Assistant Professor, Howard University, School of Education, Washington, D.C.; and Department Chair, Director of Teacher Education, Assistant Professor, College Supervisor, Academic Advisor, Field Placement Officer, and Program Developer/Evaluator, Massachusetts College of Liberal Arts, North Adams, Massachusetts.

Ronda A. Vangates, Esq. is recommended for appointment to the open budgeted position of Administrative Assistant and Legislative Liaison, MEP, pay grade 22, Office of the Superintendent. Ms. Vangates received a Bachelor of Science Degree in Political Science and Public Administration from Florida Agricultural and Mechanical University, Tallahassee, Florida, in August 1992, and a Juris Doctorate Degree from Nova Southeastern University, Ft. Lauderdale, Florida, in December 1999. Ms. Vangates' work history includes Chief of Policy and Legislative Affairs, Miami-Dade County Board of County Commissioners, Miami, Florida; Special Assistant to the City Manager, Office of the City Manager, City of Miami, Miami, Florida; Chief of Staff, Office of the Mayor, City of Miami, Miami, Florida; Intergovernmental Affairs Director, Office of the Mayor, City of Miami, Miami, Florida; Legislative Assistant, Office of State Representative Frederica S. Wilson, Florida House of Representatives, Tallahassee, Florida; Operations and Management Consultant II, Office of Legislative Affairs, Department of Juvenile Justice, Miami, Florida, and Chief of Staff, Office of the late Senator William "Bill" Turner, Florida State Senate, Tallahassee, Florida.

K-3

Paul M. Cholak is recommended for appointment to the open budgeted position of Chief Personnel Officer, MEP pay grade 26, Office of Human Resources. Mr. Cholak received a Bachelor of Arts in Political Science and Master of Arts in Public Administration from University of Cincinnati, Ohio. Mr. Cholak's extensive work history includes Founder/CEO, Create Networks, Newton, Massachusetts and Pembroke, New Hampshire; Chief Executive Officer, SHL North America, Boston, Massachusetts; Managing Director, Alexander & Alexander Consulting Group, Boston, Massachusetts and Lyndhurst, New Jersey; Vice President (Partner) Bain and Company, Boston, Massachusetts; Executive Vice President, Shearson Lehman Hutton, New York, New York; Vice President, Human Resources, Zale's, Dallas, Texas; Senior Vice President, Human Resources and Administration, Columbia Pictures Industries, Inc., New York, New York, and Los Angeles, California.

Tiffanie A. Pauline is recommended for appointment to the open budgeted position of Executive Director, Budget and Operations, MEP pay grade 22, Financial Operations/Budget. Ms. Pauline received a Bachelor of Science Degree in Accounting and a Master of Business Administration from Florida A & M University, Tallahassee, Florida. Ms. Pauline's work history includes Regional Business Director, School Development Director and School Development Manager, Charter Schools USA, Ft. Lauderdale, Florida; Senior Financial Analyst, Financial Analyst, Bank One Corporation, Chicago, Illinois; Investment Officer, Wilmington Trust Company, Wilmington, Delaware; and Funding Trader, Citibank, New York, New York.

Amy T. Denzer is recommended for appointment to the open budgeted position of Grant Writer, DCSAA, pay grade 42, Intergovernmental Affairs and Grants Administration. Ms. Denzer received a Bachelor of Science Degree in Social Work from Florida International University, Miami, Florida, in May 1997, a Bachelor of Arts Degree in Psychology from Florida International University, Miami, Florida, in December 1997, and a Master of Social Work from Florida State University, Tallahassee, Florida, on December 18, 1999. Ms. Denzer's work history from February 2000 through the present includes Director of Prevention Programs; Director of Grants; Director, South Florida Regional Prevention Center; Child Therapist; and Dependency Drug Court Specialist, The Village, Miami, Florida.

Heather T. Wagoner, Ph.D. is recommended for appointment to the open budgeted position of Supervisor II, DCSAA, pay grade 44, Division of Student Assessment and Educational Testing. Dr. Wagoner received a Bachelor of Arts Degree in Communications from Loyola University, New Orleans, Louisiana in August 1990, a Master of Science Degree in Counseling and Human Development from Troy State University, Troy, Alabama in March 1994 and a Doctor of Philosophy Degree in Education and Human Resource Studies from Colorado State University, Fort Collins, Colorado in December 2000. Dr. Wagoner's work history from 1994 through the present includes Education Services Specialist, Department of Defense Miami Military Entrance Processing Station, Miami, Florida; Supervisory Guidance Counselor (Civil Service), Royal Air Force Mildenhall Education/Student Services Center, United Kingdom; Adjunct Lecturer, Park University, Extension Campus, Cheyenne, Wyoming, Michigan; Education Consultant, Wyoming Department of Education, Special Programs Unit, Wyoming, Michigan; Adjunct Lecturer, University of Maryland, European Division, Maryland; and Guidance Counselor, Lajes Education, Student Services Center, The Azores, Portugal.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, appoint:

1. **Kriner Cash, Ed.D.** to the open budgeted position of Chief of Accountability and Systemwide Performance, MEP, pay grade 26, Office of the Superintendent, effective October 18, 2004, or as soon thereafter as can be facilitated;
2. **Ronda A. Vangates, Esq.** to the open budgeted position of Administrative Assistant and Legislative Liaison, MEP, pay grade 22, Office of the Superintendent, effective upon completion of background check;
3. **Paul M. Cholak** to the open budgeted position of Chief Personnel Officer, MEP pay grade 26, Office of Human Resources, Effective November 1, 2004, or as soon thereafter as can be facilitated;
4. **Tiffanie A. Pauline** to the open budgeted position of Executive Director, Budget and Operations, MEP pay grade 22, Financial Operations/Budget, effective October 21, 2004, or as soon thereafter as can be facilitated;
5. **Amy T. Denzer** to the open budgeted position of Grant Writer, DCSAA, pay grade 42, Intergovernmental Affairs and Grants Administration effective October 21, 2004, or as soon thereafter as can be facilitated, and
6. **Heather T. Wagoner, Ph.D.** to the open budgeted position of Supervisor II, DCSAA, pay grade 44, Division of Student Assessment and Educational Testing effective October 21, 2004, or as soon thereafter as can be facilitated.

HST:mtp