Office of Superintendent of Schools
Board Meeting of February 13, 2013

February 13, 2013

Enid Weisman, Chief Human Capital Officer
Office of Human Capital Management

SUBJECT: 1) RECOMMENDED ACCEPTANCE OF AGREED UPON DISCIPLINARY ACTIONS

DEMOTION
ARLENE NAZUR-PONS – SECRETARY/TREASURER
PONCE DE LEON MIDDLE SCHOOL

SUSPENSION WITHOUT PAY
15 WORKDAYS
LYNNTOY M. TROGDON – PARAPROFESSIONAL
MIAMI LAKES K-8 CENTER

SUSPENSION WITHOUT PAY
15 WORKDAYS
BETTY W. BRINER – TEACHER
PINE LAKE ELEMENTARY SCHOOL

SUSPENSION WITHOUT PAY
3 WORKDAYS
ILEAH Y. HOPPNER – TEACHER
SOUTH DADE SENIOR HIGH SCHOOL

SUSPENSION WITHOUT PAY
3 CALENDAR DAYS
DENNIS J. WILCOX – CUSTODIAN
LUDLAM ELEMENTARY SCHOOL

SUSPENSION WITHOUT PAY
3 CALENDAR DAYS
DOMINGA E. PEREIRA – CUSTODIAN
LUDLAM ELEMENTARY SCHOOL

2) RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTIONS PENDING APPEAL

SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS
CYNTHIA D. TAYLOR – FOOD SERVICE MANAGER
THOMAS JEFFERSON MIDDLE SCHOOL

SUSPENSION WITHOUT PAY
30 CALENDAR DAYS
STACY LATHAN – SCHOOL BUS DRIVER
SOUTH TRANSPORTATION CENTER

EW

Replacement
D-55

SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS
MAYDA CEPERO – PARAPROFESSIONAL II
DR. CARLOS J. FINLAY ELEMENTARY SCHOOL

SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS
DIXIE D. CORTEZ – TEACHER
BISCAYNE ELEMENTARY SCHOOL

SUSPENSION WITHOUT PAY
3 CALENDAR DAYS
RONALD DEVEAUX – LEAD CUSTODIAN
KELSEY L. PHARR ELEMENTARY SCHOOL

SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS
LAVONDA R. HANKERSON – TEACHER
PHYLLIS RUTH MILLER ELEMENTARY SCHOOL

SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS
LEONARD U. BROWN – HEAD CUSTODIAN
BISCAYNE ELEMENTARY SCHOOL

SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS
DELTHIA L. FREDERICK – TEACHER
SCOTT LAKE ELEMENTARY SCHOOL

SUSPENSION WITHOUT PAY AND INITIATION OF DISMISSAL PROCEEDINGS
MARCO T. RODRIGUEZ – SCHOOL SECURITY MONITOR
MIAMI CORAL PARK SENIOR HIGH SCHOOL

LINK TO DISTRICT FRAMEWORK: SCHOOL/DISTRICT LEADERSHIP

The above-listed employees were provided written notice of the recommended disciplinary action in their respective cases.

The following employees have agreed in writing to the recommended disciplinary action and to waive their right to an administrative hearing or grievance/arbitration proceeding in the following manner:

Arlene Nazur-Pons: demotion from her position as Secretary/Treasurer at Ponce de Leon Middle School, to Citizens Information System Specialist at Southwest Transportation Center, effective February 14, 2013, for just cause, including, but not limited to: gross insubordination; incompetency due to inefficiency; 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.

Lynntoy M. Trogdon: suspension without pay from her position as Paraprofessional at Miami Lakes K-8 Center, for fifteen (15) workdays, effective February 14, 2013, 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.

Betty W. Briner: suspension without pay from her position as Teacher at Pine Lake Elementary School, for fifteen (15) workdays, effective February 14, 2013, 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, 6B-1.001, and 6B-1.006, FAC.

Ileah Y. Hoppner: suspension without pay from her position as Teacher at South Dade Senior High School, for three (3) workdays, effective February 14, 2013, for just cause, including, but not limited to: misconduct in office; and violation of School Board Policies 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, 6B-1.001, and 6B-1.006, FAC.

Dennis J. Wilcox: suspension without pay from his position as Custodian at Ludlam Elementary School, for three (3) calendar days, effective February 21, 2013, for just cause, including, but not limited to: 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 II and XI of the **Contract between the Miami-Dade County Public Schools and the American Federation of State, County, and Municipal Employees (AFSCME).**

Dominga E. Pereira: suspension without pay from her position as Lead Custodian at Ludlam Elementary School, for three (3) calendar days, effective February 14, 2013, for just cause, including, but not limited to: 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 II and XI of the **Contract between the Miami-Dade County Public Schools and the American Federation of State, County, and Municipal Employees (AFSCME).**

The following employees are being recommended for disciplinary action in the manner described below and may contest the recommended disciplinary action by requesting in writing an administrative hearing or grievance/arbitration proceeding:

Cynthia D. Taylor: suspension without pay from her position as Food Service Manager at Thomas Jefferson Middle School, and initiation of dismissal proceedings, effective February 14, 2013, for just cause, including, but not limited to: 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), 1012.40, 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).**

Stacy Lathan: suspension without pay from her position as School Bus Driver at South Transportation Center, for thirty (30) calendar days, effective February 14, 2013, for just cause, including, but not limited to: violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; and 8600, Transportation. 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).**

Mayda Cepero: suspension without pay from her position as Paraprofessional II at Dr. Carlos J. Finlay Elementary School, and initiation of dismissal proceedings effective February 14, 2013, for just cause, including, but not limited to: gross insubordination; misconduct in office; and 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), 1012.40, and 447.209, Florida Statutes.

Dixie D. Cortez: suspension without pay from her position as Teacher at Biscayne Elementary School, and initiation of dismissal proceedings effective February 14, 2013, for just cause, including, but not limited to: misconduct in office; gross insubordination; 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, 6B-1.001, and 6B-1.006, FAC.

Ronald Deveaux: suspension without pay from his position as Lead Custodian at Kelsey L. Pharr Elementary School, for three (3) calendar days, effective February 14, 2013, for just cause, including, but not limited to: 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 II and XI of the **Contract between the Miami-Dade County Public Schools and the American Federation of State, County, and Municipal Employees (AFSCME).**

Lavonda R. Hankerson: suspension without pay from her position as Teacher at Phyllis Ruth Miller Elementary School, and initiation of dismissal proceedings effective February 14, 2013, for just cause, including, but not limited to: misconduct in office; gross insubordination; and violation of School Board Policies 3210, Standards of Ethical Conduct; 3210.01, Code of Ethics; and 3213, Student Supervision and Welfare; 3430, Leaves of Absence. 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, 6B-1.001, and 6B-1.006, FAC.

Leonard U. Brown: suspension without pay from his position as Head Custodian at Biscayne Elementary School, and initiation of dismissal proceedings, effective February 14, 2013, for just cause, including, but not limited to: non-performance and deficient performance of job responsibilities; gross 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), 1012.40, 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).**

Delthia L. Frederick: suspension without pay from her position as Teacher at Scott Lake Elementary School, and initiation of dismissal proceedings effective February 14, 2013, 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; 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, 6B-1.001, and 6B-1.006, FAC.

Marco T. Rodriguez: suspension without pay from his position as School Security Monitor at Miami Coral Park Senior High School, and initiation of dismissal proceedings effective February 14, 2013, for just cause, including, but not limited to: misconduct in office; and 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.

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

RECOMMENDED:

1) That the School Board approve the Superintendent's recommendation for disciplinary action, which has been agreed to by the employee in the following manner:

   A) Ms. Arlene Nazur-Pons, Secretary/Treasurer, Ponce de Leon Middle School, demotion to Citizens Information System Specialist at Southwest Transportation Center, effective February 14, 2013.
   B) Ms. Lynntoy M. Trogdon, Paraprofessional, Miami Lakes K-8 Center, suspension without pay for fifteen (15) workdays, effective February 14, 2013.
   C) Ms. Betty W. Briner, Teacher, Pine Lake Elementary School, suspension without pay for fifteen (15) workdays, effective February 14, 2013.
   D) Ms. Ileah Y. Hoppner, Teacher, South Dade Senior High School, suspension without pay for three (3) workdays, effective February 14, 2013.
   E) Mr. Dennis J. Wilcox, Custodian, Ludlam Elementary School, suspension without pay for three (3) calendar days, effective February 21, 2013.
   F) Ms. Dominga E. Pereira, Custodian, Ludlam Elementary School, suspension without pay for three (3) calendar days, effective February 14, 2013.

2) That the School Board approve the Superintendent's recommendation for disciplinary action, pending the outcome of an administrative hearing or grievance/arbitration proceeding, if requested, in the following manner:

   A) Ms. Cynthia D. Taylor, Food Service Manager, Thomas Jefferson Middle School, suspension without pay and initiation of dismissal proceedings, effective February 14, 2013.
   B) Ms. Stacy Lathan, School Bus Driver, South Transportation Center, suspension without pay for thirty (30) calendar days, effective February 14, 2013.
   C) Ms. Mayda Cepero, Paraprofessional II, Dr. Carlos J. Finlay Elementary School, suspension without pay and initiation of dismissal proceedings, effective February 14, 2013.
   D) Ms. Dixie D. Cortez, Teacher, Biscayne Elementary School, suspension without pay and initiation of dismissal proceedings, effective February 14, 2013.
   E) Mr. Ronald Deveaux, Lead Custodian, Kelsey L. Pharr Elementary School, suspension without pay for three (3) calendar days, effective February 14, 2013.
   F) Ms. Lavonda R. Hankerson, Teacher, Phyllis Ruth Miller Elementary School, suspension without pay and initiation of dismissal proceedings, effective February 14, 2013.
   G) Mr. Leonard U. Brown, Head Custodian, Biscayne Elementary School, suspension without pay and initiation of dismissal proceedings, effective February 14, 2013.
   H) Ms. Delthia L. Frederick, Teacher, Scott Lake Elementary School, suspension without pay and initiation of dismissal proceedings, effective February 14, 2013.
   I) Mr. Marco T. Rodriguez, School Security Monitor, Miami Coral Park Senior High School, suspension without pay and initiation of dismissal proceedings, effective February 14, 2013.