

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**

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

EW

**Revised  
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.



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 each 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:

} DELETED

- 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.