

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA
OFFICE OF THE SUPERINTENDENT

ROBERT W. RUNCIE
SUPERINTENDENT OF SCHOOLS


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September 16, 2016

TO: School Board Members

FROM: Craig J. Nichols 
Chief Human Resources and Equity Officer

VIA: Robert W. Runcie 
Superintendent of Schools

SUBJECT: REVISION TO G-3, PERSONNEL RECOMMENDATIONS FOR NON-
INSTRUCTIONAL APPOINTMENTS AND LEAVES FOR THE 2016-2017
SCHOOL YEAR, FOR THE SEPTEMBER 20, 2016, REGULAR SCHOOL
BOARD MEETING

Attached is a revision to G-3, Personnel Recommendations for Non-Instructional Appointments and Leaves for the 2016-2017 School Year, for the September 20, 2016, Regular School Board Meeting.

RWR/CJN/EMC:sl
Attachment(s)

c: Senior Leadership Team

**Board Agenda, September 20, 2016, Item G-3
Executive Summary List of Appointments, Assignments and Leaves for
Non-Instructional for the 2016-2017 School Year
(This includes Managerial/Professional/Technical Personnel)**

This agenda item includes all personnel recommendations for appointments, assignments and leaves for Non-Instructional Personnel that have been combined into one Board Item.

NON-INSTRUCTIONAL

Non-Instructional recommendations include the name of recommended individual(s) school/location, job title, and assigned calendar. The individuals recommended have the qualifications required for the specified position and will be paid as specified in the 2015-2016 Salary Schedules.

All recommendations are made with the understanding that these individuals will comply with regulations/policies as set forth by the Florida Department of Education and The School Board of Broward County, Florida.

	<u>Page(s)</u>
1. Non-Instructional (Non-Managerial) Approval(s)/Reassignment(s)/Promotion(s)/Demotion(s)	1-3
2. Non-Instructional (Non-Managerial) Substitutes/Temporary Employees	4-5
3. Non-Instructional (Non-Managerial) Leave(s)-Layoffs(s)	6-8
4. Managerial/Professional/Technical (ESMAB, PBA, TSP) Recommended Appointments	none

The specific positions and the individuals recommended for the District Managerial/Professional Technical (ESMAB, PBA, TSP) position(s) are listed below. Each position has a Summary of Advertised Position which gives position, effective date, individual recommended to fill the position, salary, work calendar, number of applicants (qualified and interviewed) and the Interview Committee. All recommendations are made with the understanding that these persons will comply with regulations as set forth by the Florida Department of Education and The School Board of Broward County.

4. Educational Support Managerial Association of Broward, Inc. (ESMAB), Police Benevolent Association (PBA) and Technical Support Professionals (TSP) Personnel – Recommended Appointments

<u>Name</u>	<u>Recommended Position</u>	<u>Page</u>
None at this time		

4 a. Technical Support Professionals (TSP) Positions (School-Based Personnel)

<u>Name</u>	<u>Title/Position</u>	<u>Location</u>	<u>Effective Date</u>
Salmeri, Michael	School Age Child Care Supervisor (KK-136) \$53,688, Pay Grade 20, Step 6, from The School Board of Broward County, Florida, 2015-2016 Broward Teachers Union/Technical Support Professionals Salary Schedule (BTU/TSP) (12 month calendar)	Westchester Elementary	09/21/16

4 b. Recommended Appointments of Acting Technical Support Professionals (TSP) Personnel

The specific positions and the individuals recommended for the non-instructional administrative position(s) are listed below. All recommendations are made with the understanding that these persons will comply with regulations as set forth by the Florida Department of Education and The School Board of Broward County.

<u>Name</u>	<u>Title/Position</u>	<u>Location</u>	<u>Effective Date</u>
None at this time			

4 c. Recommended Appointments of Temporary Educational Support Managerial Association of Broward, Inc. (ESMAB) and Police Benevolent Association (PBA) Personnel

The specific positions and the individuals recommended for the non-instructional administrative position(s) are listed below. All recommendations are made with the understanding that these persons will comply with regulations as set forth by the Florida Department of Education and The School Board of Broward County.

<u>Name</u>	<u>Title/Position</u>	<u>Location</u>	<u>Effective Date</u>
Lipscomb, Gwendolyn	Temporary Supervisor. Florida Diagnostic and Learning Resource System (Grant Funded) \$38,438.73 per hour. Pay Band C. from The School Board of Broward County, Florida Educational Support and Management Association of Broward, Inc. (ESMAB) 2015-2016 Pay Band Salary Schedule	Support Services	Effective Date: 10/03/16 – 04/01/17

5. Recommended Reassignment of Current School-Based and District Managerial Personnel

The position(s) and individual(s) recommended for reassignment by the Superintendent for the 2016-2017 School/Fiscal year are listed below. The School-Based Managerial staff member meets the requirements of the position for which he/she is recommended for reassignment. All recommendations are made with the understanding that these persons will comply with regulations as set forth by the Florida Department of Education and The School Board of Broward County. The salary and calendars remain the same except where noted.

<u>Name</u>	<u>Current Assignment 2016-2017</u>	<u>Recommended Reassignment 2016-2017</u>	<u>Effective Date</u>
None at this time			

6. School-Based Managerial Personnel - Recommended Appointments (Revised)

The specific positions and individuals recommended for Principal and/or Assistant Principal position(s) are listed below. Each position has a Summary of Advertised Position which gives position, effective date, individual recommended to fill the position, salary, work calendar, number of applicants (qualified and interviewed) and the Interview Committee. All recommendations are made with the understanding that these persons will comply with regulations as set forth by the Florida Department of Education and The School Board of Broward County.

<u>Name</u>	<u>Recommended Position</u>	<u>Page</u>
<u>Revised</u> De Greeff, Julie	Principal, Discovery Elementary	<u>9</u>
<u>Revised</u> Garranchan, Rayner	Principal, Nova Middle	<u>10</u>
<u>Revised</u> Givens, Keietta	Principal, Bair Middle	<u>11</u>
<u>Revised</u> May, Kathryne	Principal, Lakeside Elementary	<u>12</u>
<u>Revised</u> Palacio, Dorys	Principal, McNab Elementary	<u>13</u>
<u>Revised</u> Porcena, Heilange	Principal, North Side Elementary	<u>14</u>
<u>Revised</u> Wagner, Marsha	Principal, Pembroke Lakes Elementary	<u>15</u>

6 a. Recommended Appointments of Temporary School-Based Administrative Personnel

The specific positions and the individuals recommended for the non-instructional administrative position(s) are listed below. All recommendations are made with the understanding that these persons will comply with regulations as set forth by the Florida Department of Education and The School Board of Broward County. The individual(s) recommended for the position(s) will assist the location by serving as a temporary Principal or Assistant Principal at a school site, during a leave or until the vacancy can be permanently filled by the Office of School Performance & Accountability.

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
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None at this time

7. Recommended Appointments of School-Based and District Managerial Acting/Special/Task Assignment Personnel

The positions and individuals recommended for acting/special/task assignments by the Superintendent for the 2016-2017 School/Fiscal year are listed below. Each recommended acting/special/task assignment includes candidate's name, present assignment, recommended acting/task assignment, administrator replaced (if applicable), effective date and time of acting/special/task assignment, explanation for selection, work calendar and salary.

<u>Name</u>	<u>Recommended Position</u>	<u>Page</u>
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None at this time

8. School-Based and District Managerial Personnel Leave(s) for 2016-2017 School/Fiscal Year

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
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None at this time

9. Salary Adjustment

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
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None at this time

CJN/EMC:sl

RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Julie De Greeff
CURRENT/PREVIOUS POSITION: Assistant Principal, Discovery Elementary
CURRENT/PREVIOUS SALARY: \$81,166
RECOMMENDED POSITION: Principal, Discovery Elementary (B-002)
RECOMMENDED SALARY: \$104,400, salary on the Awarding Competitive Compensation to Educational Leaders (ACCEL) Plan for School-Based Administrators

CALENDAR: 12 month calendar

EFFECTIVE DATE: 9/21/2016

NUMBER OF APPLICANTS: 40

NUMBER OF QUALIFIED APPLICANTS: 36

NUMBER OF QUALIFIED APPLICANTS INTERVIEWED: 10

REASON FOR SELECTION:

This individual has been selected as the best qualified candidate for the position based upon education, professional experience and responses to the interview questions.

DEGREE(S) Master's Degree, Elementary Education, Florida Atlantic University, Boca Raton, FL

AWARDED: Bachelor's Degree, Elementary Education, Nova Southeastern University, Fort Lauderdale, FL

SELECTION COMMITTEE:

Robert W. Runcie, Superintendent of Schools

Valerie Wanza, Ph.D., Chief School Performance & Accountability Officer

Mark Strauss, Ed.D., Director, School Performance & Accountability

Mark Narkier, Director, School Performance & Accountability

David Hall, Director, School Performance & Accountability

Victoria Saldala, Director, Bilingual/ESOL

Angela Brown, Director, Coaching & Induction

Lori Canning, Ed.D., Executive Director, Early Learning & Language Acquisition

***COPIES OF RESUMES ARE ON FILE IN TALENT ACQUISITION & OPERATIONS
(NON-INSTRUCTIONAL)***

RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Rayner Garranchan
CURRENT/PREVIOUS POSITION: Assistant Principal, Nova Middle
CURRENT/PREVIOUS SALARY: \$83,340
RECOMMENDED POSITION: Principal, Nova Middle (B-002)
RECOMMENDED SALARY: \$108,800, salary on the Awarding Competitive Compensation to Educational Leaders (ACCEL) Plan for School-Based Administrators

CALENDAR: 12 month calendar

EFFECTIVE DATE: 9/21/2016

NUMBER OF APPLICANTS: 35

NUMBER OF QUALIFIED APPLICANTS: 30

NUMBER OF QUALIFIED APPLICANTS INTERVIEWED: 7

REASON FOR SELECTION:

This individual has been selected as the best qualified candidate for the position based upon education, professional experience and responses to the interview questions.

DEGREE(S) Master's Degree, Educational Leadership, Nova Southeastern University, Davie, FL

AWARDED: Bachelor's Degree, Interior Design, Michigan State University, East Lansing, MI

SELECTION COMMITTEE:

Robert W. Runcie, Superintendent of Schools
Valerie Wanza, Ph.D., Chief School Performance & Accountability Officer
Christine Semisch, Director, School Performance & Accountability
Michael Ramirez, Director, School Performance & Accountability
Ted Toomer, Ph.D., Director, Leadership Development
Guy Barmoha, Director, Secondary Learning
Susan Rockelman, Director, Talent Acquisition & Operations (Instructional)

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RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Keietta Givens
CURRENT/PREVIOUS POSITION: Assistant Principal, Attucks Middle
CURRENT/PREVIOUS SALARY: \$86,429
RECOMMENDED POSITION: Principal, Bair Middle (B-002)
RECOMMENDED SALARY: \$105,200, salary on the Awarding Competitive Compensation to Educational Leaders (ACCEL) Plan for School-Based Administrators

CALENDAR: 12 month calendar

EFFECTIVE DATE: 9/21/2016

NUMBER OF APPLICANTS: 38

NUMBER OF QUALIFIED APPLICANTS: 32

NUMBER OF QUALIFIED APPLICANTS INTERVIEWED: 7

REASON FOR SELECTION:

This individual has been selected as the best qualified candidate for the position based upon education, professional experience and responses to the interview questions.

DEGREE(S) Doctorate Degree, Educational Leadership, Florida Atlantic University, Boca Raton, FL

AWARDED: Master's Degree, Social Worker, Florida International University, Miami, FL

Bachelor's Degree, Criminology, Florida State University, Tallahassee, FL

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RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Kathyne May
CURRENT/PREVIOUS POSITION: Assistant Principal, Lakeside Elementary
CURRENT/PREVIOUS SALARY: \$86,601
RECOMMENDED POSITION: Principal, Lakeside Elementary (B-002)
RECOMMENDED SALARY: \$101,200, salary on the Awarding Competitive Compensation to Educational Leaders (ACCEL) Plan for School-Based Administrators

CALENDAR: 12 month calendar

EFFECTIVE DATE: 9/21/2016

NUMBER OF APPLICANTS: 33

NUMBER OF QUALIFIED APPLICANTS: 29

NUMBER OF QUALIFIED APPLICANTS INTERVIEWED: 8

REASON FOR SELECTION:

This individual has been selected as the best qualified candidate for the position based upon education, professional experience and responses to the interview questions.

DEGREE(S) Master's Degree, Educational Leadership, Nova Southeastern University, Davie, FL

AWARDED: Bachelor's Degree, Elementary Education/Psychology, Rowan University, Glassboro, NJ

Associate's Degree, Liberal Arts, Burlington County College, Pemberton, NJ

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RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Dorys Palacio
CURRENT/PREVIOUS POSITION: Assistant Principal, Foster, Stephen Elementary
CURRENT/PREVIOUS SALARY: \$87,689
RECOMMENDED POSITION: Principal, McNab Elementary (B-002)
RECOMMENDED SALARY: \$101,200, salary on the Awarding Competitive Compensation to Educational Leaders (ACCEL) Plan for School-Based Administrators

CALENDAR: 12 month calendar

EFFECTIVE DATE: 9/21/2016

NUMBER OF APPLICANTS: 39

NUMBER OF QUALIFIED APPLICANTS: 35

NUMBER OF QUALIFIED APPLICANTS INTERVIEWED: 8

REASON FOR SELECTION:

This individual has been selected as the best qualified candidate for the position based upon education, professional experience and responses to the interview questions.

DEGREE(S) Master's Degree, Educational Leadership, Nova Southeastern University, Davie, FL

AWARDED: Master's Degree, Elementary Education, Florida International University, Miami, FL

Bachelor's Degree, Special Education, Florida International University, Miami, FL

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RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Heilange Porcena
CURRENT/PREVIOUS POSITION: Assistant Principal, North Side Elementary
CURRENT/PREVIOUS SALARY: \$81,166
RECOMMENDED POSITION: Principal, North Side Elementary (B-002)
RECOMMENDED SALARY: \$98,200, salary on the Awarding Competitive Compensation to Educational Leaders (ACCEL) Plan for School-Based Administrators

CALENDAR: 12 month calendar

EFFECTIVE DATE: 9/21/2016

NUMBER OF APPLICANTS: 34

NUMBER OF QUALIFIED APPLICANTS: 30

NUMBER OF QUALIFIED APPLICANTS INTERVIEWED: 6

REASON FOR SELECTION:

This individual has been selected as the best qualified candidate for the position based upon education, professional experience and responses to the interview questions.

DEGREE(S) Master's Degree, Educational Leadership, Nova Southeastern University, Davie, FL

AWARDED: Bachelor's Degree, Psychology, Southern Adventist University, Collegedale, TN

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RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Marsha Wagner
CURRENT/PREVIOUS POSITION: Assistant Principal, Cooper City Elementary
CURRENT/PREVIOUS SALARY: \$81,166
RECOMMENDED POSITION: Principal, Pembroke Lakes Elementary (B-002)
RECOMMENDED SALARY: \$98,200, salary on the Awarding Competitive Compensation to Educational Leaders (ACCEL) Plan for School-Based Administrators

CALENDAR: 12 month calendar

EFFECTIVE DATE: 9/21/2016

NUMBER OF APPLICANTS: 33

NUMBER OF QUALIFIED APPLICANTS: 28

NUMBER OF QUALIFIED APPLICANTS INTERVIEWED: 7

REASON FOR SELECTION:

This individual has been selected as the best qualified candidate for the position based upon education, professional experience and responses to the interview questions.

DEGREE(S) Master's Degree, Educational Leadership, Florida Atlantic University, Boca Raton, FL

AWARDED: Bachelor's Degree, Elementary Education, Florida Atlantic University, Boca Raton, FL

Associate's Degree, Elementary Education, Broward College, Davie, FL

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