

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

OFFICE OF THE SUPERINTENDENT

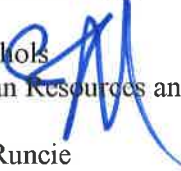

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REVISED

March 16, 2018

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 2017-2018 SCHOOL YEAR, FOR THE MARCH 20, 2018, REGULAR SCHOOL BOARD MEETING**

Attached is a revision to G-3, Personnel Recommendations for Non-Instructional Appointments and Leaves for the 2017-2018 School Year, for the March 20, 2018, Regular School Board Meeting.

- Three (3) recommendations added to section 4. Educational Support Managerial Association of Broward, Inc. (ESMAB), Police Benevolent Association (PBA) and Technical Support Professionals (TSP) Personnel – Recommended Appointments. (Pages 12-14)
- One (1) name added to section 4d. Recommended Appointments of Temporary District Managerial/Professional/Technical Personnel.
- Three (3) recommendations added to section 6. School-Based Managerial Personnel – Recommended Appointments. (Pages 15-17)

RWR/CJN/EMC:yf
Attachment(s)

c: Senior Leadership Team

**Board Agenda, March 20, 2018, Item G-3
Executive Summary List of Appointments, Assignments and Leaves for
Non-Instructional for the 2017-2018 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 2016-2017 & 2017-2018 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)	1-5
2. Non-Instructional (Non-Managerial) Substitutes/Temporary Employees	6-8
3. Non-Instructional (Non-Managerial) Leave(s)-Layoffs(s)	9-10
4. Managerial/Professional/Technical (ESMAB, PBA, TSP) Recommended Appointments	11
	<u>12-14</u>

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>Revised (Names Added)</u>	<u>Recommended Position</u>	<u>Page</u>
<u>Castiglione, Maria</u>	<u>Senior Programmer</u>	<u>12</u>
<u>Castro, Yusleiny</u>	<u>Senior Programmer</u>	<u>13</u>
<u>Legacki, Elizabeth</u>	<u>Detective, Special Investigative Unit</u>	<u>14</u>
Del Angel, Janette	Accountant III	11

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

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

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>
None at this time			

4 d. Recommended Appointments of Temporary District Managerial/Professional/Technical 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			
<u>Revised (Name Added)</u> <u>King, Kathleen</u>	<u>Temporary Law Clerk</u> <u>\$20.00 per hour</u>	<u>Office of the General</u> <u>Counsel</u>	<u>03/21/18 – 09/20/18</u>

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 2017-2018 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</u>	<u>Recommended Reassignment</u>	<u>Effective Date</u>
None at this time			

6. School-Based Managerial Personnel - Recommended Appointments

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>
None at this time		
<u>Revised (Names Added)</u>		
<u>Arroyo, Hillary</u>	<u>Assistant Principal, Flamingo Elementary</u>	<u>15</u>
<u>Fitzpatrick, Chandra</u>	<u>Assistant Principal, Gulfstream Academy of Hallandale Beach</u>	<u>16</u>
<u>Saba, Ashley</u>	<u>Assistant Principal, Gator Run Elementary</u>	<u>17</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>
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 2017-2018 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>
None at this time		

8. School-Based and District Managerial Personnel Leave(s) for 2017-2018 School/Fiscal Year

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

9. Salary Adjustment

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

CJN/EMC:yf

RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Maria Castiglione
CURRENT/PREVIOUS POSITION: System Support Specialist II, Business Applications
CURRENT/PREVIOUS SALARY: \$70,570 **CURRENT WORK CALENDAR:** 244 Days
RECOMMENDED POSITION: Senior Programmer (RR-001)
RECOMMENDED SALARY: \$70,570, Pay Grade 24, Step 4, from The School Board of Broward County, Florida, 2017-2018 Broward Teachers Union/Technical Support Professionals Salary Schedule (BTU/TSP)

RECOMMENDED WORK CALENDAR: 244 Days

EFFECTIVE DATE: 3/21/2018

NUMBER OF APPLICANTS: 21

NUMBER OF QUALIFIED APPLICANTS: 10 (2 Withdrew)

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) AWARDED: Associate's Degree, Computer Information Systems Analysis, Miami-Dade College, Miami, FL

SELECTION COMMITTEE:

Jeff Stanley, Director, School Applications
Rafael Santos, Senior RAD Analyst, School Applications
Tamara Cartledge, Systems Analyst IV, School Applications
Kimberly Murray, Process Analyst, Funds Management & PBC, Budget

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

EMC/sw

Board Item: G-3

Board Date: 3/20/2018

Tracking Number: 2480

RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Yusleiny Castro

CURRENT/PREVIOUS POSITION: Unemployed

CURRENT/PREVIOUS SALARY: Unemployed

CURRENT WORK CALENDAR: N/A

RECOMMENDED POSITION: Senior Programmer (RR-001)

RECOMMENDED SALARY: \$64,960, Pay Grade 24, Step 1, from The School Board of Broward County, Florida, 2017-2018 Broward Teachers Union/Technical Support Professionals Salary Schedule (BTU/TSP)

RECOMMENDED WORK CALENDAR: 244 Days

EFFECTIVE DATE: 3/21/2018

NUMBER OF APPLICANTS: 6

NUMBER OF QUALIFIED APPLICANTS: 2

NUMBER OF QUALIFIED APPLICANTS INTERVIEWED: 2

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) AWARDED: Bachelor's Degree, Information Technology, University of Information Technology, Cuba

SELECTION COMMITTEE:

- Ed Hinline, Director, Facilities Information Systems, Business Applications
- Arlene Nelson, Business Systems Manager, Development, Business Applications
- Mickey Dillard, Specialist, HR Information Systems, Compensation & HRIS

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(NON-INSTRUCTIONAL)***

RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Elizabeth Legacki
CURRENT/PREVIOUS POSITION: Detective/Investigator II, State of Florida Division of Insurance Fraud
CURRENT/PREVIOUS SALARY: \$49,049 **CURRENT WORK CALENDAR:** N/A
RECOMMENDED POSITION: Detective, Special Investigative Unit (ZZ-033)
RECOMMENDED SALARY: \$65,550, Pay Grade 25, Step 0, from The School Board of Broward County, Florida, 2016-2017 Police Benevolent Association (PBA) - Investigators Salary Schedule

RECOMMENDED WORK CALENDAR: 244

EFFECTIVE DATE: 3/21/2018

NUMBER OF APPLICANTS: 146

NUMBER OF QUALIFIED APPLICANTS: 12 (4 Withdrew)

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, Criminal Justice, Nova Southeastern University, Fort Lauderdale, FL

AWARDED: Bachelor's Degree, Business Administration, Nova Southeastern University, Fort Lauderdale, FL

SELECTION COMMITTEE:

- Robert Hutchinson, Chief, Special Investigative Unit
- Craig Kowalski, Major, Special Investigative Unit
- Eric M. Chisem, Director, Talent Acquisition & Operations (Non-Instructional)
- Tresha Furlough, Instructional Facilitator, Diversity, Prevention & Intervention
- Richard Mijon, Personnel Administrator, Special Investigative Unit
- Richard Orzech, Detective, Special Investigative Unit

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RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Hillary Arroyo
CURRENT/PREVIOUS POSITION: Autism Coach, Pembroke Pines Elementary
CURRENT/PREVIOUS SALARY: \$54,803 **CURRENT WORK CALENDAR:** 196 Days
RECOMMENDED POSITION: Assistant Principal, Flamingo Elementary (JJ-002)
RECOMMENDED SALARY: \$74,000, salary on the Awarding Competitive Compensation to Educational Leaders (ACCEL) Plan for School-Based Administrators

RECOMMENDED WORK CALENDAR: 216 Days

EFFECTIVE DATE: 3/21/2018

NUMBER OF APPLICANTS: 49

NUMBER OF QUALIFIED APPLICANTS: 45

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. Ms. Arroyo has completed the LEAD program.

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

AWARDED: Master's Degree, Elementary Education, Elmira College, Elmira, NY

Bachelor's Degree, Elementary Education, Elmira College, Elmira, NY

SELECTION COMMITTEE:

- Janice Crosby, Principal, Flamingo Elementary
- Mark Narkier, Director, School Performance & Accountability
- Marlen Veliz, Principal, Mirror Lake Elementary

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(NON-INSTRUCTIONAL)***

EMC/sw

Board Item: G-3

Board Date: 3/20/2018

Tracking Number: 2541

RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Chandra Fitzpatrick
CURRENT/PREVIOUS POSITION: Reading Coach, Orange Brook Elementary
CURRENT/PREVIOUS SALARY: \$60,812 **CURRENT WORK CALENDAR:** 196 Days
RECOMMENDED POSITION: Assistant Principal, Gulfstream Academy of Hallandale Beach (JJ-002)
RECOMMENDED SALARY: \$71,000, salary on the Awarding Competitive Compensation to Educational Leaders (ACCEL) Plan for School-Based Administrators

RECOMMENDED WORK CALENDAR: 216 Days

EFFECTIVE DATE: 3/21/2018

NUMBER OF APPLICANTS: 49

NUMBER OF QUALIFIED APPLICANTS: 41

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. Ms. Fitzpatrick has completed the LEAD program.

DEGREE(S) Specialist Degree, Reading, Barry University, Miami Shores, FL

AWARDED: Master's Degree, Educational Leadership, Nova Southeastern University, Davie, FL

Bachelor's Degree, Elementary Education, Claflin College, Orangeburg, SC

SELECTION COMMITTEE:

Robert Pappas, Principal, Gulfstream Academy of Hallandale Beach
David Hall, Ed.D., Director, School Performance & Accountability
Elaine Saef, Principal, Panther Run Elementary
Dawn Azcarate, Supervisor, Leadership Development

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(NON-INSTRUCTIONAL)***

RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Ashley Saba
CURRENT/PREVIOUS POSITION: Staff Assistant, Professional Development Support
CURRENT/PREVIOUS SALARY: \$67,603 **CURRENT WORK CALENDAR:** 244 Days
RECOMMENDED POSITION: Assistant Principal, Gator Run Elementary (JJ-002)
RECOMMENDED SALARY: \$76,600, salary on the Awarding Competitive Compensation to Educational Leaders (ACCEL) Plan for School-Based Administrators

RECOMMENDED WORK CALENDAR: 216 Days

EFFECTIVE DATE: 3/21/2018

NUMBER OF APPLICANTS: 61

NUMBER OF QUALIFIED APPLICANTS: 52

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. Ms. Saba has completed the LEAD program.

DEGREE(S) Master's Degree, Educational Leadership, Barry University, Miami Shores, FL

AWARDED: Bachelor's Degree, Early Childhood, University of South Florida, Tampa, FL

SELECTION COMMITTEE:

Keith Peters, Principal, Gator Run Elementary
Sandra Shipman, Director, School Performance & Accountability
Juan Alejo, Principal, Boulevard Heights Elementary
Heather Hedman-DeVaughn, Principal, Manatee Bay Elementary

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(NON-INSTRUCTIONAL)***

EMC/sw

Board Item: G-3

Board Date: 3/20/2018

Tracking Number: 2564