

**THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA**

**OFFICE OF THE SUPERINTENDENT**

**ROBERT W. RUNCIE  
SUPERINTENDENT OF SCHOOLS**

Telephone: (754) 321-2600

Facsimile: (754) 321-2701

**REVISED**

May 4, 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 MAY 8, 2018, SCHOOL BOARD OPERATIONAL MEETING**

Attached is a revision to G-3, Personnel Recommendations for Non-Instructional Appointments and Leaves for the 2017-2018 School Year, for the May 8, 2018, School Board Operational Meeting.

- Seven (7) 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 9-15)
- One (1) name added to section 5. Recommended Reassignment of Current School-Based and District Managerial Personnel.

RWR/CJN/EMC:sl  
Attachment(s)

c: Senior Leadership Team

**Board Agenda, May 8, 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 2017-2018 Salary Schedule.

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.

	<b><u>Page(s)</u></b>
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	<del>none</del> <b><u>9-15</u></b>

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		
<b><u>Revised (Names Added)</u></b>		
<u>Bradford, Matthew</u>	<u>Director, Computer Operations</u>	<u>9</u>
<u>Hughes, Chauncey</u>	<u>Compliance Administrator III, Equal Opportunities</u>	<u>10</u>
<u>Jabouin, Joris</u>	<u>Chief Auditor</u>	<u>11</u>
<u>Lauro, Justin</u>	<u>Database Researcher I (Grant Funded)</u>	<u>12</u>
<u>Palmer, Yolanda</u>	<u>Supervisor III, Operations</u>	<u>13</u>
<u>Platt, Melannie</u>	<u>Database Researcher I</u>	<u>14</u>
<u>Ruperez, Juan</u>	<u>Manager, Administrative Building Maintenance &amp; Support</u>	<u>15</u>

**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			

Board Item G-3, May 8, 2018

**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			

**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			
<b><u>Revised (Name Added)</u></b> <b><u>Quinn, Leo</u></b>	<b><u>Security Specialist, Special Investigative Unit (SIU)</u></b>	<b><u>Detective, Special Investigative Unit (SIU)</u></b> <b><u>Salary: \$66,992, Step 0, from The School Board of Broward County, Florida Police Benevolent Association (PBA) Investigators 2017-2018 Salary Schedule</u></b>	<b><u>05/09/18</u></b>

**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		

**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.

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

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

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

9. **Salary Adjustment**

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

CJN/EMC:sl

**RECOMMENDED POSITION**  
**AND**  
**SUMMARY OF ADVERTISED POSITION**

**REVISED**

**RECOMMENDED CANDIDATE:** Matthew Bradford  
**CURRENT/PREVIOUS POSITION:** Unemployed - Director, IT End User Services, Sheridan Healthcare (Previous)  
**CURRENT/PREVIOUS SALARY:** \$121,457 (Previous) **CURRENT WORK CALENDAR:** N/A  
**RECOMMENDED POSITION:** Director, Computer Operations (R-050)  
**RECOMMENDED SALARY:** \$119,500, Pay Band D, from The School Board of Broward County, Florida, Educational Support and Management Association of Broward, Inc. (ESMAB) 2017-2018 Pay Band Salary Schedule

**RECOMMENDED WORK CALENDAR:** 244

**EFFECTIVE DATE:** 5/9/2018

**NUMBER OF APPLICANTS:** 56

**NUMBER OF QUALIFIED APPLICANTS:** 18 (3 Withdrew)

**NUMBER OF QUALIFIED APPLICANTS INTERVIEWED:** 15

**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)** Bachelor's Degree, Industrial Technology, Jackson State University, Jackson, MS

**AWARDED:**

**SELECTION COMMITTEE:**

- Anthony Hunter, Chief Information Officer
- Dale Bondanza, Director, Technology, Planning & Policy
- Ed Hinline, Director, Business Applications
- Winston Pierre, Finance Manager, ETS, Office of the Chief Information Officer
- Jeff Stanley, Director, School Applications
- Teresa Macri, Director, Information Technology Security
- Vincent Vinueza, Director, Technical Support Services
- Nell Johnson, Director, Business Support Center
- Angela Coluzzi, Director, Network Integration

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

**RECOMMENDED POSITION**  
**AND**  
**SUMMARY OF ADVERTISED POSITION**

**REVISED**

**RECOMMENDED CANDIDATE:** Chauncey Hughes  
**CURRENT/PREVIOUS POSITION:** Sales Associate, City Furniture  
**CURRENT/PREVIOUS SALARY:** \$45,822 **CURRENT WORK CALENDAR:** N/A  
**RECOMMENDED POSITION:** Compliance Administrator III, Equal Opportunities (ZZ-003.3)  
**RECOMMENDED SALARY:** \$56,110, Pay Grade A2, from The School Board of Broward County, Florida, Educational Support and Management Association of Broward, Inc. (ESMAB) 2017-2018 Pay Band Salary Schedule

**RECOMMENDED WORK CALENDAR:** 244 Days

**EFFECTIVE DATE:** 5/9/2018

**NUMBER OF APPLICANTS:** 59

**NUMBER OF QUALIFIED APPLICANTS:** 9 (2 Withdrew)

**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, Business Administration, Nova Southeastern University, Fort Lauderdale, FL

**AWARDED:** Bachelor's Degree, Political Science, Bethune-Cookman University, Daytona Beach, FL

**SELECTION COMMITTEE:**

Wladimir Alvarez, Director, EEO/ADA Compliance  
Dildra Martin-Ogburn, Ph.D., Director, Benefits & Employment Services  
Aston Henry, Director, Risk Management

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

**RECOMMENDED POSITION**  
**AND**  
**SUMMARY OF ADVERTISED POSITION**

**REVISED**

**RECOMMENDED CANDIDATE:** Joris Jabouin

**CURRENT/PREVIOUS POSITION:** Chief Internal Auditor/Director, Massachusetts Port Authority

**CURRENT/PREVIOUS SALARY:** \$179,376

**CURRENT WORK CALENDAR:** N/A

**RECOMMENDED POSITION:** Chief Auditor (A-013)

**RECOMMENDED SALARY:** \$160,000, Pay Band E, from The School Board of Broward County, Florida, Educational Support and Management Association of Broward, Inc. (ESMAB) 2017-2018 Pay Band Salary Schedule

**RECOMMENDED WORK CALENDAR:** 244 Days

**EFFECTIVE DATE:** 5/9/2018

**NUMBER OF APPLICANTS:** 25

**NUMBER OF QUALIFIED APPLICANTS:** 4

**NUMBER OF QUALIFIED APPLICANTS INTERVIEWED:** 4

**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, Business Administration, University of Miami, Coral Gables, FL

**AWARDED:** Bachelor's Degree, Business Administration, University of Miami, Coral Gables, FL

**SELECTION COMMITTEE:**

Robert W. Runcie, Superintendent of Schools

Jeffrey Moquin, Chief of Staff

Judith Marte, Chief Financial Officer

Maurice Woods, Chief Strategy & Operations Officer

Leobardo Bobadilla Jr., Chief Facilities & Construction Officer

Anthony Hunter, Chief Information Officer

Daniel Gohl, Chief Academic Officer

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

Craig Nichols, Chief Human Resources & Equity Officer

Leslie Brown, Chief Portfolio Services Officer

Tracy Clark, Chief Public Information Officer

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

**RECOMMENDED POSITION**  
**AND**  
**SUMMARY OF ADVERTISED POSITION**

**REVISED**

**RECOMMENDED CANDIDATE:** Justin Lauro  
**CURRENT/PREVIOUS POSITION:** Postdoctoral Research Associate, Florida Atlantic University  
**CURRENT/PREVIOUS SALARY:** \$20.51 per hour **CURRENT WORK CALENDAR:** N/A  
**RECOMMENDED POSITION:** Database Researcher I (Grant Funded) (RR-050.1)  
**RECOMMENDED SALARY:** \$54,049, Pay Grade 21, Step 2, 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:** 5/9/2018

**NUMBER OF APPLICANTS:** 45

**NUMBER OF QUALIFIED APPLICANTS:** 17 (1 Withdrew)

**NUMBER OF QUALIFIED APPLICANTS INTERVIEWED:** 16

**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, General Psychology, The University of Texas at El Paso, El Paso, TX

**AWARDED:** Master's Degree, Experimental Psychology, The University of Texas at El Paso, El Paso, TX

Bachelor's Degree, Psychology, University of Pittsburgh, Pittsburgh, PA

**SELECTION COMMITTEE:**

Richard Baum, Director, Student Assessment & Research  
Charisse Southwell, Ph.D., Research Specialist, Student Assessment & Research  
Sandra Skinner, Ph.D., Research Specialist, Student Assessment & Research  
Leigh Kamens, Coordinator, Performance Management

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



**RECOMMENDED POSITION**  
**AND**  
**SUMMARY OF ADVERTISED POSITION**

**REVISED**

**RECOMMENDED CANDIDATE:** Yolanda Palmer

**CURRENT/PREVIOUS POSITION:** Accounting Specialist II, Printing Services

**CURRENT/PREVIOUS SALARY:** \$42,761

**CURRENT WORK CALENDAR:** 247

**RECOMMENDED POSITION:** Supervisor III, Operations (CC-052)

**RECOMMENDED SALARY:** \$48,989, Pay Grade 20, 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:** 5/21/2018

**NUMBER OF APPLICANTS:** 12

**NUMBER OF QUALIFIED APPLICANTS:** 6 (2 Withdrew)

**NUMBER OF QUALIFIED APPLICANTS INTERVIEWED:** 4

**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)** Bachelor's Degree, Business Management, Florida International University, Miami, FL

**AWARDED:**

**SELECTION COMMITTEE:**

Nell Johnson, Director, Business Support Center

Sheena Newton, Business Analyst, Business Support Center

Danielle Mamede, Manager, Procurement Compliance, Procurement & Warehousing Services

Winston Pierre, Finance Manager, ETS, Office of the Chief Information Officer

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

**RECOMMENDED POSITION**  
**AND**  
**SUMMARY OF ADVERTISED POSITION**

**REVISED**

**RECOMMENDED CANDIDATE:** Melannie Platt  
**CURRENT/PREVIOUS POSITION:** Currently Unemployed (Previous: Instructor, Keiser University)  
**CURRENT/PREVIOUS SALARY:** \$28.84 per hour (Previous)                      **CURRENT WORK CALENDAR:** N/A  
**RECOMMENDED POSITION:** Database Researcher I (RR-050.1)  
**RECOMMENDED SALARY:** \$54,049, Pay Grade 21, Step 2, 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:** 5/9/2018

**NUMBER OF APPLICANTS:** 45

**NUMBER OF QUALIFIED APPLICANTS:** 17 (1 Withdrew)

**NUMBER OF QUALIFIED APPLICANTS INTERVIEWED:** 16

**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, Experimental Psychology, Florida Atlantic University, Boca Raton, FL

**AWARDED:** Master's Degree, Psychology, Florida Atlantic University, Boca Raton, FL

Bachelor's Degree, Psychology, Florida Atlantic University, Boca Raton, FL

**SELECTION COMMITTEE:**

- Richard Baum, Director, Student Assessment & Research
- Charisse Southwell, Ph.D., Research Specialist, Student Assessment & Research
- Sandra Skinner, Ph.D., Research Specialist, Student Assessment & Research
- Leigh Kamens, Coordinator, Performance Management

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

**RECOMMENDED POSITION**  
**AND**  
**SUMMARY OF ADVERTISED POSITION**

**REVISED**

**RECOMMENDED CANDIDATE:** Juan Ruperez  
**CURRENT/PREVIOUS POSITION:** Property Operations Manager - KWP Management and Consulting, LLC  
**CURRENT/PREVIOUS SALARY:** \$65,000 **CURRENT WORK CALENDAR:** N/A  
**RECOMMENDED POSITION:** Manager, Administrative Building Maintenance & Support (SS-083)  
**RECOMMENDED SALARY:** \$70,000, Pay Band A2, from The School Board of Broward County, Florida, Educational Support and Management Association of Broward, Inc. (ESMAB) 2017-2018 Pay Band Salary Schedule

**RECOMMENDED WORK CALENDAR:** 244 Days

**EFFECTIVE DATE:** 5/9/2018

**NUMBER OF APPLICANTS:** 8

**NUMBER OF QUALIFIED APPLICANTS:** 8 (2 withdrew)

**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)** Bachelor's Degree, Florida International University, Miami, FL

**AWARDED:** Associate's Degree, Broward College, Fort Lauderdale, FL

**SELECTION COMMITTEE:**

- Jeffrey S. Moquin, Chief of Staff
- Richard Volpi, Manager II, Administrative Support
- Lisa Wight, Planner, Growth Management Impact, Facility Planning & Real Estate
- Mark Dorsett, Area Manager, Trades, Maintenance-Zone 1
- Leo Nesmith, Principal, The Quest Center

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