

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

OFFICE OF THE SUPERINTENDENT

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REVISED

September 13, 2018

TO: School Board Members

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

VIA: Robert W. Runcie *Robert W. Runcie (RW)*
Superintendent of Schools

SUBJECT: **REVISION TO G-3, PERSONNEL RECOMMENDATIONS FOR NON-INSTRUCTIONAL APPOINTMENTS AND LEAVES FOR THE 2018-2019 SCHOOL YEAR, FOR THE SEPTEMBER 18, 2018, REGULAR SCHOOL BOARD MEETING**

Attached is a revision to G-3, Personnel Recommendations for Non-Instructional Appointments and Leaves for the 2018-2019 School Year, for the September 18, 2018, Regular School Board Meeting.

- Two (2) 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 13 – 14)
- One (1) name added to section 4a. Technical Support Professionals (TSP) Positions (School-Based Personnel).
- One (1) name added to section 4 c. Recommended Appointments of Temporary Educational Support Managerial Association of Broward, Inc. (ESMAB) and Police Benevolent Association (PBA) Personnel.
- Two (2) recommendations added to section 6. School-Based Managerial Personnel – Recommended Appointments. (Pages 15 – 16)
- Three (3) recommendations added to section 7. Recommended Appointments of School-Based and District Managerial Acting/Special/Task Assignment Personnel. (Pages 17 – 19)

RWR/CJN/EMC:sl

Attachment(s)

c: Senior Leadership Team

**Board Agenda, September 18, 2018, Item G-3
Executive Summary List of Appointments, Assignments and Leaves for
Non-Instructional for the 2018-2019 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 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.

1. Non-Instructional (Non-Managerial) Approval(s)/Reassignment(s)/Promotion(s)/Demotion(s)	<u>Page(s)</u>
2. Non-Instructional (Non-Managerial) Substitutes/Temporary Employees	1-3
3. Non-Instructional (Non-Managerial) Leave(s)-Layoffs(s)	4-7
4. Managerial/Professional/Technical (ESMAB, PBA, TSP) Recommended Appointments	8-9
	<u>13-14</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>Recommended Position</u>	<u>Page</u>
<u>Revised (Names Added)</u>		
<u>King, Kenneth</u>	<u>Director, School Performance & Accountability</u>	<u>13</u>
<u>Rossello, Pedro</u>	<u>Clinical Nurse, Coordinated Student Health Services</u>	<u>14</u>
Gordon, Samantha	Manager, Human Resources Support Services	10
Nyman, Jerry	Data Analyst, Transportation	11
Soomans, Edna	Clinical Nurse, Coordinated Student Health Services	12

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			
<u>Revised (Name Added)</u>			
<u>Murphy, Stephanie</u>	<u>School Age Child Care Supervisor (KK-136) \$39,351, 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) (196 Work Calendar – 7.5 hours daily)</u>	<u>Manatee Bay Elementary</u>	<u>09/19/18</u>

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			
<u>Revised (Name Added)</u>			
<u>Betrand, Tracey-Ann</u>	<u>Temporary ESMAB Administrator</u> <u>\$37.36 per hour</u>	<u>Service Quality Office</u>	<u>Effective Date:</u> <u>09/19/18 – 03/18/19</u>

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 2018-2019 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 (Name Added)</u>		
<u>Matthews, Roxana</u>	<u>Assistant Principal, Coral Springs Middle</u>	<u>15</u>
<u>Winston, Felice</u>	<u>Principal, William Dandy Middle</u>	<u>16</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 2018-2019 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		
<u>Revised (Names Added)</u>		
<u>Alvarez, Rolando</u>	<u>Task Assignment, Manager, Transportation Operations</u>	<u>17</u>
<u>Blake, Kay</u>	<u>Task Assignment, Executive Director, Student Transportation & Fleet Services</u>	<u>18</u>
<u>Druses, Jacqueline</u>	<u>Task Assignment, Manager II, Transportation Terminals</u>	<u>19</u>

8. **School-Based and District Managerial Personnel Leave(s) for 2018-2019 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:sl

RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Pedro Rossello

CURRENT/PREVIOUS POSITION: Registered Nurse, Palmetto General Hospital

CURRENT/PREVIOUS SALARY: \$32.14 p/h

CURRENT WORK CALENDAR: N/A

RECOMMENDED POSITION: Clinical Nurse, Coordinated Student Health Services (EE-138)

RECOMMENDED SALARY: \$62,227, Pay Grade 23, 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: 9/19/2018

NUMBER OF APPLICANTS: 56

NUMBER OF QUALIFIED APPLICANTS: 28 (4 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) Associate's Degree, Nursing, Florida National University, Hialeah, FL

AWARDED:

SELECTION COMMITTEE:

Marcia Bynoe, Director, Coordinated Student Health Services

Annette Burrowes, Clinical Nursing Supervisor, Coordinated Student Health Services

Alex Macri, Coordinator, Non-Instructional Development, Talent Acquisition & Operations (NI)

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

RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Felice Winston
CURRENT/PREVIOUS POSITION: Assistant Principal, Crystal Lake Community Middle
CURRENT/PREVIOUS SALARY: \$88,468 **CURRENT WORK CALENDAR:** 216 Days
RECOMMENDED POSITION: Principal, William Dandy Middle (B-002)
RECOMMENDED SALARY: \$104,400, salary on the Awarding Competitive Compensation to Educational Leaders (ACCEL) Plan for School-Based Administrators

RECOMMENDED WORK CALENDAR: 244 Days

EFFECTIVE DATE: 9/19/2018

NUMBER OF APPLICANTS: 20

NUMBER OF QUALIFIED APPLICANTS: 19

NUMBER OF QUALIFIED APPLICANTS INTERVIEWED: 9

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) Specialist Degree, Education Leadership, Florida Atlantic University, Boca Raton, FL

AWARDED: Master's Degree, Multicultural Education, Florida Atlantic University, Boca Raton, FL

Bachelor's Degree, English, Spelman College, Atlanta, GA

SELECTION COMMITTEE:

Robert W. Runcie, Superintendent of Schools

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

Guy Barmoha, Director, Secondary Learning

Jermaine Fleming, Ed.D., Director, School Performance & Accountability

Susan Rockelman, Director, Talent Acquisition & Operations (Instructional)

Christine Semisch, Director, School Performance & Accountability

Ted Toomer, Ph.D., Director, Leadership Development

Jennifer Escandell, Coordinator, Leadership Development

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

EMC/sw

Board Item: G-3

Board Date: 9/18/2018

Tracking Number: 2828

**RECOMMENDED APPOINTMENT
SCHOOL-BASED/DISTRICT MANAGERIAL
ACTING/SPECIAL/TASK ASSIGNMENT PERSONNEL**

REVISED

ITEM G-3 (SECTION 7)

RECOMMENDED REASSIGNMENT: Task Assignment, Manager, Transportation Operations

RECOMMENDED CANDIDATE: Rolando Alvarez

CANDIDATE'S PRESENT ASSIGNMENT: Manager II, Transportation Terminals

CURRENT SALARY: \$99,458

RECOMMENDED ANNUALIZED SALARY: \$104,431, Pay Band C, from The School Board of Broward County, Florida, Educational Support and Management Association of Broward, Inc. (ESMAB) 2017-2018 Pay Band Salary Schedule

EXPLANTATION:

Mr. Alvarez is being recommended to be task assigned as the Manager, Transportation Operations. Mr. Alvarez is currently serving as the Manager II, Transportation Terminals. This task assignment is necessary to provide leadership and support while Ms. Blake serves as the Task Assigned, Executive Director, Student Transportation & Fleet Services. This task assignment will not exceed six (6) months. Recruitment efforts were initiated on September 12, 2018, for the Executive Director, Student Transportation & Fleet Services.

**RECOMMENDED APPOINTMENT
SCHOOL-BASED/DISTRICT MANAGERIAL
ACTING/SPECIAL/TASK ASSIGNMENT PERSONNEL**

REVISED

ITEM G-3 (SECTION 7)

RECOMMENDED REASSIGNMENT: Task Assignment, Executive Director, Student Transportation & Fleet Services

RECOMMENDED CANDIDATE: Kay Blake

CANDIDATE'S PRESENT ASSIGNMENT: Manager, Transportation Operations

CURRENT SALARY: \$93,367

RECOMMENDED ANNUALIZED SALARY: \$112,040, 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

EXPLANTATION:

Ms. Blake is being recommended to be task assigned as the Executive Director, Student Transportation & Fleet Services. Ms. Blake is currently serving as the Manager, Transportation Operations in Transportation & Fleet Services. This task assignment is necessary to provide leadership and support during the recruitment and hiring period for the former Executive Director, Student Transportation & Fleet Services. The former Executive Director, Student Transportation & Fleet Services resigned effective September 5, 2018. This task assignment will not exceed six (6) months. Recruitment efforts were initiated on September 12, 2018, for the Executive Director, Student Transportation & Fleet Services.

**RECOMMENDED APPOINTMENT
SCHOOL-BASED/DISTRICT MANAGERIAL
ACTING/SPECIAL/TASK ASSIGNMENT PERSONNEL**

REVISED

ITEM G-3 (SECTION 7)

RECOMMENDED REASSIGNMENT: Task Assignment, Manager II, Transportation Terminals

RECOMMENDED CANDIDATE: Jacqueline Druses

CANDIDATE'S PRESENT ASSIGNMENT: Shift Supervisor, Transportation Terminal

CURRENT SALARY: \$66,381

RECOMMENDED ANNUALIZED SALARY: \$74,407, Pay Band C, from The School Board of Broward County, Florida, Educational Support and Management Association of Broward, Inc. (ESMAB) 2017-2018 Pay Band Salary Schedule

EXPLANTATION:

Ms. Druses is being recommended to be task assigned as the Manager II, Transportation Terminals. Ms. Druses is currently serving as the Shift Supervisor, Transportation Terminal. This task assignment is necessary to provide leadership and support while Mr. Alvarez serves as the Task Assigned, Manager, Transportation Operations. This task assignment will not exceed six (6) months. Recruitment efforts were initiated on September 12, 2018, for the Executive Director, Student Transportation & Fleet Services.