

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

September 13, 2019

TO: School Board Members

FROM: Alan Strauss 
Chief Human Resources & Equity Officer

VIA: Robert W. Runcie
Superintendent of Schools 

SUBJECT: **REVISION TO ITEM G-3, PERSONNEL RECOMMENDATIONS FOR NON-
INSTRUCTIONAL APPOINTMENTS AND LEAVES FOR THE 2019-2020 SCHOOL
YEAR, FOR THE SEPTEMBER 17, 2019 REGULAR SCHOOL BOARD MEETING**

Attached is a revision to Item G-3, Personnel Recommendations for Non-Instructional Appointments and Leaves for the 2019-2020 School Year, for the September 17, 2019 Regular School Board Meeting.

- Section 4. Educational Support Managerial Association of Broward, Inc. (ESMAB), Police Benevolent Association (PBA) and Technical Support Professionals (TSP) Personnel – Recommended Appointments: Two (2) recommended appointments added to section 4, including pages 15 – 16.
- Section 6. School-Based Managerial Personnel – Recommended Appointments: Three (3) recommended appointments added to section 6, including page 17 – 19.

RWR/AS/EMC:sl
Attachment(s)

c: Senior Leadership Team

**Board Agenda, September 17, 2019, Item G-3
Executive Summary List of Appointments, Assignments and Leaves for
Non-Instructional for the 2019-2020 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 2018-2019 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	4-7
3. Non-Instructional (Non-Managerial) Leave(s)-Layoffs(s)	8-10
4. Managerial/Professional/Technical (ESMAB, PBA, TSP) Recommended Appointments	11-14
	<u>15-16</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 (2 Names Added)</u>		
<u>Cooper, Susan</u>	<u>Director, Employee & Labor Relations</u>	<u>15</u>
<u>Patel, Kashama</u>	<u>Auditor III</u>	<u>16</u>
Alvarez, Jose	Specialist, Head Start/Early Head Start Compliance (Grant Funded)	11
Blanco, Martina	Instructional and Digital Materials Analyst	12
Braggiotti, Michael	Systems Analyst II (Grant-Funded)	13
Bryant, Georgia	Specialist, Head Start/Early Head Start Compliance (Grant Funded)	14

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

<u>Name</u>	<u>Title/Position</u>	<u>Location</u>	<u>Effective Date</u>
Wright, Taleshia	Licensed Practical Nurse, School Health \$33,398. Pay Grade 17, Step 2, from The School Board of Broward County, Florida, 2018-2019 Broward Teachers Union/Technical Support Professionals Salary Schedule (BTU/TSP) (196 Work Calendar – 7.5 hours daily)	Sandpiper Elementary	09/18/19

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			

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 2019-2020 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 (3 Names Added)</u>		
<u>Coby, Angela</u>	<u>Assistant Principal, Coconut Creek High</u>	<u>17</u>
<u>Deese, Chelsie</u>	<u>Assistant Principal, Deerfield Beach High</u>	<u>18</u>
<u>Johnson, Shamarli</u>	<u>Assistant Principal, Hollywood Hills High</u>	<u>19</u>

Board Item G-3, September 17, 2019

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 2019-2020 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 2019-2020 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			

AS/EMC:sl

RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Susan Cooper
CURRENT/PREVIOUS POSITION: Manager, Employee & Labor Relations
CURRENT/PREVIOUS SALARY: \$104,185
RECOMMENDED POSITION: Director, Employee & Labor Relations (C-015)
RECOMMENDED SALARY: \$130,000, Pay Band D, from The School Board of Broward County, Florida, Educational Support and Management Association of Broward, Inc. (ESMAB) 2018-2019 Pay Band Salary Schedule

CALENDAR: 244 Days

EFFECTIVE DATE: 9/18/2019

NUMBER OF APPLICANTS: 51

NUMBER OF QUALIFIED APPLICANTS: 10 (5 withdrew)

NUMBER OF QUALIFIED APPLICANTS INTERVIEWED: 5

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 Administration, University of Houston, Houston, TX

AWARDED:

SELECTION COMMITTEE:

Robert W. Runcie, Superintendent of Schools
Alan Strauss, Chief Human Resources & Equity Officer
Valerie S. Wanza, Ph.D., Chief School Performance & Accountability Officer
John Lyles, Executive Director, Transportation & Fleet Services
Sam Bays, Director, Physical Plant Operations, Maintenance-District
Eric M. Chisem, Director, Talent Acquisition & Operations (Non-Instructional)
Rose Hall, Director, Compensation & HR Support Services
Mary Mulder, Director, Food & Nutrition Services
Mark Strauss, Ed.D., Director, School Performance & Accountability
Christopher McGuire, Principal, Broward Virtual Education
Dorothy Davis, Temporary ESMAB Administrator, Employee & Labor Relations
Jennifer Lamont, Chief of Staff, Broward Teachers Union

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

EMC/ca

Board Item: G-3

Board Date: 9/17/2019

Tracking Number: 3013

RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Kashama Patel

CURRENT/PREVIOUS POSITION: Contractor

CURRENT/PREVIOUS SALARY: \$26 per hour

CURRENT WORK CALENDAR: N/A

RECOMMENDED POSITION: Auditor III (LL-011.3)

RECOMMENDED SALARY: \$64,000, Pay Band A2, from The School Board of Broward County, Florida, Educational Support and Management Association of Broward, Inc. (ESMAB) 2018-2019 Pay Band Salary Schedule

RECOMMENDED WORK CALENDAR: 244 Days

EFFECTIVE DATE: 9/18/2019

NUMBER OF APPLICANTS: 51

NUMBER OF QUALIFIED APPLICANTS: 16

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) Bachelor's Degree, Accounting, Case Western Reserve University, Cleveland, OH

AWARDED:

SELECTION COMMITTEE:

Aliceli Arcese, Manager, Property Inventory Control, Office of the Chief Auditor

M. Ann Conway, Manager, Internal Funds, Office of the Chief Auditor

Carson Ramsay, Capital Budget Analyst IV, Capital Budget

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RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Angela Coby

CURRENT/PREVIOUS POSITION: Teacher, Glades Middle

CURRENT/PREVIOUS SALARY: \$53,683

CURRENT WORK CALENDAR: 196 Days

RECOMMENDED POSITION: Assistant Principal, Coconut Creek High (JJ-002)

RECOMMENDED SALARY: \$80,000, salary on the Awarding Competitive Compensation to Educational Leaders (ACCEL) Plan for School-Based Administrators

RECOMMENDED WORK CALENDAR: 216 Days

EFFECTIVE DATE: 9/18/2019

NUMBER OF APPLICANTS: 47

NUMBER OF QUALIFIED APPLICANTS: 41

NUMBER OF QUALIFIED APPLICANTS INTERVIEWED: 11 (1 withdrew)

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. Coby has completed the LEAD program.

DEGREE(S) Master's Degree, Educational Leadership, University of West Florida, Pensacola, FL

AWARDED: Bachelor's Degree, Business Administration, Florida Memorial College, Miami Gardens, FL

SELECTION COMMITTEE:

Scott Fiske, Principal, Coconut Creek High

Todd LaPace, Director, School Performance & Accountability

Priscila Ribeiro, Director, School Performance & Accountability

Lourdes Gonzalez, Principal, Hollywood Hills High

Jon Marlow, Principal, Deerfield Beach High

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(NON-INSTRUCTIONAL)***

EMC/ca

Board Item: G-3

Board Date: 9/17/2019

Tracking Number: 3293

RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Chelsie Deese

CURRENT/PREVIOUS POSITION: Reading Coach, Seminole Middle

CURRENT/PREVIOUS SALARY: \$46,969

CURRENT WORK CALENDAR: 196 Days

RECOMMENDED POSITION: Assistant Principal, Deerfield Beach High (JJ-002)

RECOMMENDED SALARY: \$79,600, salary on the Awarding Competitive Compensation to Educational Leaders (ACCEL) Plan for School-Based Administrators

RECOMMENDED WORK CALENDAR: 216 Days

EFFECTIVE DATE: 9/18/2019

NUMBER OF APPLICANTS: 42

NUMBER OF QUALIFIED APPLICANTS: 38

NUMBER OF QUALIFIED APPLICANTS INTERVIEWED: 13 (1 withdrew)

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. Deese has completed the LEAD program.

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

SELECTION COMMITTEE:

Jon Marlow, Principal, Deerfield Beach High

Todd LaPace, Director, School Performance & Accountability

Priscila Ribeiro, Director, School Performance & Accountability

Scott Fiske, Principal, Coconut Creek High

Lourdes Gonzalez, Principal, Hollywood Hills High

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RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Shamarli Johnson

CURRENT/PREVIOUS POSITION: Teacher, Miramar High

CURRENT/PREVIOUS SALARY: \$55,585

CURRENT WORK CALENDAR: 196 Days

RECOMMENDED POSITION: Assistant Principal, Hollywood Hills High (JJ-002)

RECOMMENDED SALARY: \$80,000, salary on the Awarding Competitive Compensation to Educational Leaders (ACCEL) Plan for School-Based Administrators

RECOMMENDED WORK CALENDAR: 216 Days

EFFECTIVE DATE: 9/18/2019

NUMBER OF APPLICANTS: 37

NUMBER OF QUALIFIED APPLICANTS: 33

NUMBER OF QUALIFIED APPLICANTS INTERVIEWED: 10 (1 withdrew)

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. Johnson has completed the LEAD program.

DEGREE(S) Master's Degree, Reading K-12, Florida International University, Miami, FL

AWARDED: Bachelor's Degree, English Education, University of South Florida, Tampa, FL

SELECTION COMMITTEE:

Lourdes Gonzalez, Principal, Hollywood Hills High

Todd LaPace, Director, School Performance & Accountability

Priscila Ribeiro, Director, School Performance & Accountability

Scott Fiske, Principal, Coconut Creek High

Jon Marlow, Principal, Deerfield Beach High

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