

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

OFFICE OF THE SUPERINTENDENT

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REVISED

September 27, 2019

TO: School Board Members

FROM: Alan Strauss ^{AS}
Chief Human Resources & Equity Officer

VIA: Robert W. Runcie 
Superintendent of Schools

SUBJECT: **REVISION TO G-3, PERSONNEL RECOMMENDATIONS FOR NON-
INSTRUCTIONAL APPOINTMENTS AND LEAVES FOR THE 2019-
2020 SCHOOL YEAR, FOR THE OCTOBER 2, 2019 SCHOOL BOARD
OPERATIONAL MEETING**

Attached is a revision to G-3, Personnel Recommendations for Non-Instructional Appointments and Leaves for the 2019-2020 School Year, for the October 2, 2019 School Board Operational Meeting.

- Section 4. Educational Support Managerial Association of Broward, Inc. (ESMAB), Police Benevolent Association (PBA) and Technical Support Professionals (TSP) Personnel – Recommended Appointments: Three (3) recommended appointments added to section 4, including pages 20 – 22.
- Section 6. School-Based Managerial Personnel – Recommended Appointments: One (1) recommended appointment added to section 6, including page 23.
- Section 7. Recommended Appointments of School-Based and District Managerial Acting/Special/Task Assignment Personnel: One (1) recommended appointment added to section 7, including page 24.

RWR/AS/EMC:sl
Attachment(s)

c: Senior Leadership Team

**Board Agenda, October 2, 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)	8-9
4. Managerial/Professional/Technical (ESMAB, PBA, TSP) Recommended Appointments	10-19
	<u>20-22</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 (3 Names Added)</u>		
<u>Aguiar, Liliana</u>	<u>Coordinator, Evaluation</u>	<u>20</u>
<u>Ethridge, Yeni</u>	<u>Computer Aided Drafting (C.A.D.)</u>	<u>21</u>
<u>Kamens, Leigh</u>	<u>Senior Data Analyst – Safety, Security & Emergency Preparedness</u>	<u>22</u>
Evans, Chandra	Specialist, Positive Behavior Interventions	10
Facey, La-Toya	Specialist, Positive Behavior Interventions	11
German, Carolyn	Supervisor, Special Needs Transportation	12
Keith, Kathy	Specialist, Positive Behavior Interventions	13
Negron, Ines	Specialist, Positive Behavior Interventions	14
Sapleton, Nordia	Assistant Director, School Climate & Discipline	15
Taylor, Angela	Route Planner	16
Villaman, Leidy	Budget Analyst III	17
Wiley, William	Project Manager, Occupational Health/Environmental Control	18
Williams, Nicole	Specialist, Positive Behavior Interventions	19

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			

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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 (1 Name Added)</u>		
<u>Calero, Fabian</u>	<u>Assistant Principal, Coconut Creek High</u>	<u>23</u>

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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		
<u>Revised (1 Name Added)</u>		
<u>Watkins, David</u>	<u>Task Assignment, Director, Equity & Diversity/School Climate & Discipline</u>	<u>24</u>

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(s)

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Wanza, Valerie	Chief School Performance & Accountability	Office of School Performance & Accountability (OSPA)	10/03/2019

Dr. Wanza is receiving a salary adjustment directly related to the operational realignment of the professional development function under a single division. During the 2018-2019 School Year, the offices of Teacher Professional Learning & Growth and Professional Development Standards & Support were realigned to join Coaching & Induction and Leadership Development under a single division within the Office of School Performance and Accountability (OSPA). The transition allows for a singular vision to guide teacher learning for improved student outcomes. Factors such as the increase in accountability of the Chief School Performance & Accountability Officer's role, the internal comparison, and tenure of peers in the salary band (within the organization), were considered in the determination of the adjustment.

The Board approved annual salary range for Pay Band S, is \$119,889 - \$205,372. Accordingly, Dr. Wanza's salary is being adjusted within Pay Band S, from \$185,662 to \$191,232 (3% increase).

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Woods, Maurice	Chief Strategy & Operations Officer	Strategy & Operations Division	10/03/2019

Mr. Woods is receiving a salary adjustment due to the broad scope and scale of support services under the Chief Strategy & Operations Officer and the proposed realignment of the Physical Plant Operations (PPO) function under the Strategy & Operations Division. Factors such as the increase in the accountability of the Chief Strategy & Operations Officer's role, the internal comparison, and tenure of peers in the same salary band (within the organization), were considered in the determination of the adjustment.

The Board approved annual salary range for Pay Band S, is \$119,889 - \$205,372. Accordingly, Mr. Woods' salary is being adjusted within Pay Band S, from \$196,942 to \$202,850 (3% increase).

RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Liliana Aguiar
CURRENT/PREVIOUS POSITION: Assistant Principal, Pioneer Middle
CURRENT/PREVIOUS SALARY: \$97,148 **CURRENT WORK CALENDAR:** 216 Days
RECOMMENDED POSITION: Coordinator, Evaluation (C-016)
RECOMMENDED SALARY: \$109,741, Pay Band C, 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: 10/3/2019

NUMBER OF APPLICANTS: 30

NUMBER OF QUALIFIED APPLICANTS: 3

NUMBER OF QUALIFIED APPLICANTS INTERVIEWED: 3

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, Science Education, Nova Southeastern University, Fort Lauderdale, FL

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

SELECTION COMMITTEE:

Heather Thomson-Parente, Director, Employee Evaluations
Farrah Wilson, Assistant Director, Administration, Service Quality Office
Diego DeRose, Research Specialist, Employee Evaluations

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

RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Yeni Ethridge
CURRENT/PREVIOUS POSITION: CAD Technician, Twenty First Century Engineering
CURRENT/PREVIOUS SALARY: \$37,440 **CURRENT WORK CALENDAR:** N/A
RECOMMENDED POSITION: Computer Aided Drafting (C.A.D.) Draftperson D (SS-046.4)
RECOMMENDED SALARY: \$53,629, Pay Grade 21, Step 1, from The School Board of Broward County, Florida, 2018-2019 Broward Teachers Union/Technical Support Professionals Salary Schedule (BTU/TSP)
RECOMMENDED WORK CALENDAR: 244 Days
EFFECTIVE DATE: 10/3/2019
NUMBER OF APPLICANTS: 14
NUMBER OF QUALIFIED APPLICANTS: 3
NUMBER OF QUALIFIED APPLICANTS INTERVIEWED: 3
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) High School Diploma, Angel Ma. Garibay Kintana, Toluca, Mexico
AWARDED:

SELECTION COMMITTEE:
Christopher Akagbosu, Director, Facility Planning & Real Estate
Shelley Meloni, Director, Pre-Construction
Javier Sanchez, Specialist, Facility Planning & Real Estate
Janis Wint, Specialist Demographer/Statistician, Demographics & Student Assignments

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(NON-INSTRUCTIONAL)***

EMC/ca

Board Item: G-3

Board Date: 10/2/2019

Tracking Number: 3205

RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Leigh Kamens
CURRENT/PREVIOUS POSITION: Coordinator, Performance Management
CURRENT/PREVIOUS SALARY: \$97,341 **CURRENT WORK CALENDAR:** 244 Days
RECOMMENDED POSITION: Senior Data Analyst - Safety, Security & Emergency Preparedness (YY-007)
RECOMMENDED SALARY: \$99,335, Pay Grade 27, Step 8, from The School Board of Broward County, Florida, 2018-2019 Broward Teachers Union/Technical Support Professionals Salary Schedule (BTU/TSP)

RECOMMENDED WORK CALENDAR: 244 Days

EFFECTIVE DATE: 10/3/2019

NUMBER OF APPLICANTS: 19

NUMBER OF QUALIFIED APPLICANTS: 7

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) AWARDED: Bachelor's Degree, Anthropology and English, University of Colorado, Boulder, CO

SELECTION COMMITTEE:

Brian Katz, Chief Safety, Security & Emergency Preparedness Officer

Aston A. Henry, Director, Risk Management

Joseph Beck, Specialist Demographer/Statistician, Demographics & Student Assignments

Justina Dorries, Business Analyst, Budget

Armando Abreu, Database Researcher IV, Student Assessment & Research

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

RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Fabian Calero
CURRENT/PREVIOUS POSITION: Teacher-Behavioral Support, Coral Spring High
CURRENT/PREVIOUS SALARY: \$52,683 **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: 10/3/2019

NUMBER OF APPLICANTS: 57

NUMBER OF QUALIFIED APPLICANTS: 48

NUMBER OF QUALIFIED APPLICANTS INTERVIEWED: 17

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. Mr. Calero has completed the LEAD program.

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

AWARDED: Bachelor's Degree, Biology, University of South Carolina, Columbia, SC

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
Wylie Howard, Principal, Whiddon-Rogers Education Center
Jon Marlow, Principal, Deerfield Beach High

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

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

REVISED

ITEM G-3 (SECTION 7)

RECOMMENDED REASSIGNMENT: Task Assignment, Director, Equity & Academic Attainment/School Climate & Discipline

RECOMMENDED CANDIDATE: David Watkins

CANDIDATE'S PRESENT ASSIGNMENT: Director, Equity & Diversity

CURRENT SALARY: \$141,931

RECOMMENDED ANNUALIZED SALARY: \$149,027, 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

EXPLANTATION:

Mr. Watkins is being recommended to be task assigned as the Director, Equity & Academic Attainment/School Climate & Discipline. Mr. Watkins currently serves as the Director, Equity & Academic Attainment in the Office of Student Support Initiatives & Recovery. This task assignment is necessary to provide oversight and leadership in the operations, communication and implementation of District interventions in the School Climate & Discipline Department. Mr. Watkins' primary focus will be on his roles and responsibilities regarding equity and diversity while providing the necessary leadership for the staff within School Climate & Discipline.

On June 11, 2019, the School Board approved the 2019-2020 Organizational Chart to include the revised Student Support Initiatives & Recovery division's organizational structure. As a result of the revised organizational structure, the job description for the Director, School Climate & Discipline was developed. The final reading for Board approval of the job description is scheduled for the October 2, 2019 School Board Meeting. Following Board approval, the recruitment process will begin for the Director, School Climate & Discipline. This task assignment will not exceed six (6) months.