



AGENDA REQUEST FORM

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

MEETING DATE: 2019-11-06 10:05 - School Board Operational Meeting

AGENDA ITEM: ITEMS

CATEGORY: G. OFFICE OF HUMAN RESOURCES

DEPARTMENT: Talent Acquisition & Operations (Non-Instructional Staffing)

Special Order Request
 Yes No

Time

Open Agenda
 Yes No

ITEM No.:

G-4.

TITLE:

Personnel Recommendations for Non-Instructional Separation of Employment and Discipline for the 2019-2020 School Year

REQUESTED ACTION:

Approve the personnel recommendations for separation of employment and discipline as listed on the attached respective lists for Non-Instructional staff. 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.

SUMMARY EXPLANATION AND BACKGROUND:

The Personnel Recommendations include the following items:
 Non-Instructional (Non-Managerial) Resignation(s)/Retirement(s)
 Non-Instructional (Non-Managerial) Suspension(s)/Termination(s)
 Managerial and Professional/Technical Resignation(s)/Retirement(s)
 Managerial and Professional/Technical Suspension(s)/Termination(s)
 Non-Instructional Discipline
 Employees contesting the recommended discipline may avail themselves of due process rights pursuant to their respective Collective Bargaining Agreements or School Board Policy 4015.

SCHOOL BOARD GOALS:

Goal 1: High Quality Instruction Goal 2: Safe & Supportive Environment Goal 3: Effective Communication

FINANCIAL IMPACT:

There is no financial impact to the School District.

EXHIBITS: (List)

(1) Separation of Employment and Discipline (2) Memo to Revise

BOARD ACTION:

APPROVED
 (For Official School Board Records Office Only)

SOURCE OF ADDITIONAL INFORMATION:

Name: Eric M. Chisem	Phone: 754-321-1810
Name:	Phone:

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA
 Senior Leader & Title

Alan Strauss - Chief Human Resources & Equity Officer

Signature

Alan I. Strauss
 11/1/2019, 3:27:54 PM

Approved In Open Board Meeting On: _____

By: *Heather P. Burkhardt*
 School Board Chair

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

November 1, 2019

TO: School Board Members

FROM: Alan Strauss *AS*
Chief Human Resources & Equity Office

VIA: Robert W. Runcie *RWR*
Superintendent of Schools

SUBJECT: **REVISION TO G-4, PERSONNEL RECOMMENDATIONS FOR NON-
INSTRUCTIONAL SEPARATION OF EMPLOYMENT AND DISCIPLINE FOR
THE 2019-2020 SCHOOL YEAR, FOR THE NOVEMBER 6, 2019 SCHOOL
BOARD OPERATIONAL MEETING**

Attached is a revision to G-4, Personnel Recommendations for Non-Instructional Separation of Employment and Discipline for the 2019-2020 School Year, for the November 6, 2019 School Board Operational Meeting.

- Replace page 1. Non-Instructional (Non-Managerial) Resignations and page 4. Non-Instructional (Non-Managerial) Terminations with the **Revised** attachments: Antonio Magwood resigned in lieu of termination.
- Replace page 3. Non-Instructional (Non-Managerial) Suspensions with the **Revised** attachment: Lorraine Howard's name withdrawn from the November 6, 2019 School Board Operational Meeting.

RWR/AS/EMC:sj
Attachment(s)

c: Senior Leadership Team

**Board Agenda, November 6, 2019, Item G-4
Executive Summary List of Resignations, Retirements, Suspensions, Terminations and Discipline for
Non-Instructional/Managerial/Professional/Technical Personnel for the
2019-2020 School/Fiscal Year**

This agenda item includes all personnel recommendations for resignations, retirements, suspensions, terminations and discipline for Non-Instructional/Managerial/Professional/Technical Personnel that have been combined into one Board Item.

NON-INSTRUCTIONAL

All recommendations include the name of recommended individual(s), school/location and/or job title.

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) Resignation(s)/Retirements(s)	1-2	
2. Non-Instructional (Non-Managerial) Suspension(s)/Termination(s)	3-4	
3. Recommended Resignations/Retirements for Managerial and Professional/Technical Personnel		
<u>Name</u>	<u>Position/Location</u>	<u>Reason/Effective Date</u>
Clement, Russell	Director, Program Evaluation Program Evaluation	Resignation Effective Date: 10/28/19
Cox, Chanelle	Assistant Principal Nova High	Resignation Effective Date: 09/20/19
Reyes, Sandra	Curriculum Supervisor, Science Elementary Learning	Resignation Effective Date: 11/02/19

4. Recommended Suspensions/Terminations for Managerial and Professional/Technical Personnel		
<u>Name</u>	<u>Position/Location</u>	<u>Recommendation</u>
Martin, David	Assistant Principal, Foster, Stephen Elementary	1-Day Suspension

5. **Recommendation(s) for Non-Instructional Discipline for the 2019-2020 School Year**
This disciplinary action recommendation is a result of an investigation by the Special Investigative Unit (SIU) and/or Equal Educational Opportunities Department (EEO). The individual(s) involved have been provided the opportunity to appear and participate, with representation, before the Professional Standards Committee and in a pre-disciplinary hearing prior to submission of this recommendation. This case was reviewed with the Superintendent of Schools Designee, who agreed to this discipline. The District has followed the School Board processes for disciplinary action. The requested action(s) is listed below.

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Recommendation</u>
Brown, Donald	Security Specialist	Safety & Security Operations (Hollywood Hills High)	5-Day Suspension
Hankerson, Julie	General Clerk II	Margate Elementary	Termination

NOVEMBER 6, 2019

NON-INSTRUCTIONAL (NON-MANAGERIAL) RESIGNATIONS

<u>NAME</u>	<u>LOCATION</u>	<u>TITLE</u>
ALEXANDER, JONELLE	BROWARD EDUCATION COMMUNICATION NETWORK (BECON)	CLERK SPECIALIST IV
ALVAREZ, RODRIGO	PUPIL TRANSPORTATION - S	BUS OPERATOR
ANDERSON, CAREY	PUPIL TRANSPORTATION - N	BUS OPERATOR
BRADFORD, MARCELLA	PUPIL TRANSPORTATION - C	BUS OPERATOR
BRUSSELS, ELSIE	SAFETY & SECURITY OPERATIONS	CAMPUS MONITOR
BURGESS, LATOYA	PUPIL TRANSPORTATION - CW	BUS OPERATOR
CARL, ETHAN	FORT LAUDERDALE HIGH	FACILITIES SERVICEPERSON
CAUSLAND, RICHARD	PUPIL TRANSPORTATION - N	BUS OPERATOR
CHAMBERS, ROBERT	WALKER ELEMENTARY	FACILITIES SERVICEPERSON
COKER, MICHAEL	PUPIL TRANSPORTATION - CW	BUS OPERATOR
DURAN, MONICA	EVERGLADES HIGH	ASSISTANT COOK, BAKER & SALAD HEAD II B
EAFFORD, KA'NESHA	FLORANADA ELEMENTARY	FOOD SERVICE GENERAL WORKER
EDWARDS, CLINTON	PUPIL TRANSPORTATION - C	BUS OPERATOR
FINK, RICKAEL	MCFATTER TECHNICAL COLLEGE	FOOD SERVICE GENERAL WORKER
GALTERIO, KRISTOPHER	SILVER LAKES MIDDLE	COOK & BAKER II A
HILTON, DOUGLAS	PLANTATION HIGH	FACILITIES SERVICEPERSON
IZZO, COREY	CUSTODIAL/GROUNDS SERVICES	SMALL MOWER OPERATOR
LAKES, TAMARA	PALMVIEW ELEMENTARY	FOOD SERVICE GENERAL WORKER
LAMOUR, DURAND	PUPIL TRANSPORTATION - C	BUS OPERATOR

REVISED (NAME ADDED – RESIGNED IN LIEU OF TERMINATION)

<u>MAGWOOD, ANTONIO</u>	<u>SAFETY & SECURITY OPERATIONS</u>	<u>ARMED SAFE SCHOOL OFFICER</u>
MCDONALD, TAMESHA	PUPIL TRANSPORTATION - SW	BUS OPERATOR
MEGGOE, PUSHA	PUPIL TRANSPORTATION - SW	BUS OPERATOR
OUTLAW, BREON	WESTERN HIGH	FACILITIES SERVICEPERSON
RAMSARAM, DUKE	PUPIL TRANSPORTATION - C	BUS OPERATOR
RIVAS, ALBERTO	PUPIL TRANSPORTATION - CW	BUS OPERATOR
ROLLE III, MAXWELL	SAFETY & SECURITY OPERATIONS	CAMPUS MONITOR
SHEFFIELD, NATALIE	PUPIL TRANSPORTATION - CW	BUS ATTENDANT
SPENCER, KEITH	PUPIL TRANSPORTATION - C	BUS OPERATOR
STEWART, MICHAEL	STRANAHAN HIGH	FACILITIES SERVICEPERSON
WALTON MOORE, PAMELA	PUPIL TRANSPORTATION - C	BUS OPERATOR
WILLIAMS, MICHELLE	PUPIL TRANSPORTATION - S	RELIEF BUS OPERATOR
YLLANES, JULIEN	PUPIL TRANSPORTATION - CW	BUS OPERATOR

Approved by:



**Eric M. Chisem, Director
Talent Acquisition & Operations (Non-Instructional)**

NOVEMBER 6, 2019

NON-INSTRUCTIONAL (NON-MANAGERIAL) RETIREMENTS

<u>NAME</u>	<u>LOCATION</u>	<u>TITLE</u>
BABICH, EDWARD	MAINTENANCE-ZONE 3	PLUMBER – JOURNEYPERSON
MALLARD, JUDY	PUPIL TRANSPORTATION - S	BUS OPERATOR
NELSON, JOHN	MAINTENANCE-DISTRICT	PAINTER – JOURNEYPERSON

Approved by:



Eric M. Chisem, Director
Talent Acquisition & Operations (Non-Instructional)

NOVEMBER 6, 2019

NON-INSTRUCTIONAL (NON-MANAGERIAL) SUSPENSIONS

<u>NAME</u>	<u>LOCATION</u>	<u>DISCIPLINARY ACTION</u>
BIGGS, JERRY	MIRAMAR HIGH	5 DAY
BROOKS, CALVIN	PUPIL TRANSPORTATION - S	2 DAY
CHESSER, JEFFREY	HOLLYWOOD HILLS ELEMENTARY	3 DAY
COWELL, DURVIN	PUPIL TRANSPORTATION - SW	7 DAY
HARDEN, BREIA	PUPIL TRANSPORTATION - N	1 DAY
HOPPE, JEFFREY	MAINTENANCE-ZONE 1	5 DAY
<u>REVISED (NAME WITHDRAWN FROM THE NOVEMBER 6, 2019 SCHOOL BOARD OPERATIONAL MEETING)</u>		
HOWARD, LORRAINE	TRADEWINDS ELEMENTARY/WESTGLADES MIDDLE (FNS)	10 DAY
JACOBS, DEBORAH	PUPIL TRANSPORTATION - N	1 DAY
JOHNSON, BRYCE	WESTGLADES MIDDLE	10 DAY
NEMBHARD, KAREN	PUPIL TRANSPORTATION - CW	10 DAY
PEART, BRIAN	SOUTH PLANTATION HIGH	2 DAY
PROSPER, GONZALO	PUPIL TRANSPORTATION - CW	2 DAY
STIBBINS, STEPHANIE	PUPIL TRANSPORTATION - S	1 DAY
STRACHAN, STEPHEN	POMPANO BEACH ELEMENTARY	3 DAY
ZILAMY, AMONISE	PUPIL TRANSPORTATION - CW	5 DAY

Approved by:



**Eric M. Chisem, Director
Talent Acquisition & Operations (Non-Instructional)**

NOVEMBER 6, 2019

NON-INSTRUCTIONAL (NON-MANAGERIAL) TERMINATIONS

<u>NAME</u>	<u>TITLE</u>	<u>REASONS</u>
CRAWFORD, GERALD	CAMPUS MONITOR	PROBATIONARY RELEASE
HARRIS, JAVON	FACILITIES SERVICEPERSON AIDE	EXCESSIVE UNEXCUSED ABSENCE OR LATENESS
HOWARD-RAMNARINE, TRACEY	BUS OPERATOR	JOB ABANDONMENT
<u>REVISED (NAME WITHDRAWN – RESIGNED IN LIEU OF TERMINATION)</u>		
MAGWOOD, ANTONIO	ARMED SAFE SCHOOL OFFICER	DISCIPLINARY TERMINATION
MCCLAM, DEMETRES	FACILITIES SERVICEPERSON	NOT QUALIFIED (FAILURE TO COMPLETE/PASS BASIC FSP TRAINING COURSE)
MCEWAN, MCKEEL	FOOD SERVICE GENERAL WORKER	PROBATIONARY RELEASE
MCGEE, KIMBERLY	ASSISTANT COOK, BAKER & SALAD HEAD II B	JOB ABANDONMENT
ROBERSON, BRESHA	FACILITIES SERVICEPERSON	PROBATIONARY RELEASE

Approved by:



Eric M. Chisem, Director
Talent Acquisition & Operations (Non-Instructional)