

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

OFFICE OF THE SUPERINTENDENT

ROBERT W. RUNCIE
SUPERINTENDENT OF SCHOOLS

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REVISED

January 10, 2020

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 JANUARY 14, 2020 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 January 14, 2020 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: Five (5) recommended appointments added to section 4, including pages 20 – 24.
- Section 6. School-Based Managerial Personnel – Recommended Appointments: One (1) recommended appointment added to section 6, including page 25.

RWR/AS/EMC:sl
Attachment(s)

c: Senior Leadership Team

**Board Agenda, January 14, 2020, 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)	1-4
2. Non-Instructional (Non-Managerial) Substitutes/Temporary Employees	5-7
3. Non-Instructional (Non-Managerial) Leave(s)-Layoffs(s)	8-9
4. Managerial/Professional/Technical (ESMAB, PBA, TSP) Recommended Appointments <u>Revised</u>	10-19
	<u>20-25</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 (5 Names Added)</u>		
<u>Figueroa, Iviani</u>	<u>Specialist, Marketing and Strategic Communications</u>	<u>20</u>
<u>Kane, Mark</u>	<u>Safety Specialist II</u>	<u>21</u>
<u>Labandera, John</u>	<u>Manager, Area Security</u>	<u>22</u>
<u>Segarra, Michael</u>	<u>Manager, Area Security</u>	<u>23</u>
<u>Wilson, Terrance</u>	<u>Manager, Area Security</u>	<u>24</u>
Barbuto, Joseph	Lieutenant	10
De Los Rios, Osiris	Community Resource Specialist (Grant-Funded)	11
Francois, Louis	Safety Specialist II	12
Hammond, Terrence	Manager, Area Security	13
La Rosa, James	Manager, Area Security	14
Masters, Ruth	Transportation Route Analyst	15
Monterrey, Litza	Program Supervisor, Before and After School Child Care	16
Punzi-Elabiary, Kim	Professional Development Specialist	17
Rorie, Cumbalena	Financial Reporting Analyst	18
Watson-Wilkin, Kathleen	Auditor III	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			

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>
Revised (1 Name Added) <u>Reynolds, Shereen</u>	<u>Principal, Atlantic West Elementary</u>	<u>25</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 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>
Pacella, Casey	Assistant Principal	Northeast High	Maternity/Paternity Leave Effective Date: 11/22/19

9. Salary Adjustment(s)

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Newton, Sheena	Temporary Assignment, Working Out of Classification as Director, Business Support Center	Business Support Center	01/06/2020

The School Board was notified on December 9, 2019, Ms. Nell Johnson is retiring effective January 4, 2020, after over 30 years of service. Further, effective January 6, 2020, Ms. Sheena Newton will assume the responsibilities as the Director, Business Support Center. Ms. Newton will receive a salary adjustment in compliance with the Collective Bargaining Agreement for Broward Teacher’s Union – Technical Support Professionals (Article 11-2, Temporary Assignment) for Working Out of Classification as the Director, Business Support Center. Currently, Ms. Newton is a Business Analyst in the Business Support Center earning \$44,74078 hourly/\$81,876 annually. While Working out of Classification as the Director, Business Support Center, Ms. Newton will earn \$54,64480 hourly/\$100,000 annually. This temporary assignment is necessary to provide leadership while the Human Resources and Equity Division initiates the recruitment and hiring for the new Director, Business Support Center. This temporary assignment will not exceed six (6) months.

RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Iviani Figueroa

CURRENT/PREVIOUS POSITION: Community Relations Assistant, Office of Communications

CURRENT/PREVIOUS SALARY: \$54,284

CURRENT WORK CALENDAR: 244 Days

RECOMMENDED POSITION: Specialist, Marketing and Strategic Communications (RR-091)

RECOMMENDED SALARY: \$59,153, Pay Grade 22, Step 2, 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: 1/15/2020

NUMBER OF APPLICANTS: 6

NUMBER OF QUALIFIED APPLICANTS: 3 (3 withdrew)

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) Bachelor's Degree, Broadcast Journalism, University of Florida, Gainesville, FL

AWARDED:

SELECTION COMMITTEE:

Katherine Koch, Chief Public Information Officer

Richard Baum, Director, Student Assessment & Research

Jose Perez, Director, Marketing & Communications

Tracy Lockhart-Talley, Principal, Dave Thomas Education Center

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

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RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Mark Kane

CURRENT/PREVIOUS POSITION: Fire and Life Safety Inspector, CAP Government

CURRENT/PREVIOUS SALARY: \$53,625

CURRENT WORK CALENDAR: N/A

RECOMMENDED POSITION: Safety Specialist II (DD-106)

RECOMMENDED SALARY: \$61,743, Pay Grade 23, 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: 1/15/2020

NUMBER OF APPLICANTS: 9

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) High School Diploma, Dr. Michael M. Krop Senior High School, Miami, FL

AWARDED:

SELECTION COMMITTEE:

Victoria Stanford, Task Assigned, Manager, Emergency Management & Chief Fire Official,
Risk Management/Chief Fire Official

Kim Luke, Temporary Assignment, Administrator, Office of the Chief Fire Official

Ronald Morgan, Assistant Chief Building Official, Inspections, Building Department

Arthur Fair, Safety Specialist II, Office of the Chief Fire Official

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RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: John Labandera

CURRENT/PREVIOUS POSITION: Campus Safety Director, Broward College

CURRENT/PREVIOUS SALARY: \$77,541

CURRENT WORK CALENDAR: N/A

RECOMMENDED POSITION: Manager, Area Security (ZZ-042)

RECOMMENDED SALARY: \$91,167, Pay Grade 25, Step 10, 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: 1/15/2020

NUMBER OF APPLICANTS: 219

NUMBER OF QUALIFIED APPLICANTS: 105 (3 withdrew)

NUMBER OF QUALIFIED APPLICANTS INTERVIEWED: 44

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, Public Administration, Barry University, Miami Shores, FL

AWARDED:

SELECTION COMMITTEE:

Frederick Stolper, Director, Safety & Security Operations

Shalanda Brown, Manager, Area Security, Safety & Security Operations

Constantina Weston, Manager, Area Security, Safety & Security Operations

Ronald Bradley, Lieutenant, Special Investigate Unit

Ronnie Dimler, Detective, Special Investigate Unit

Leigh Kamens, Senior Data Analyst, Safety, Security & Emergency Preparedness

Andrew Kirk, Assistant Principal, Westpine Middle

Judith Segesta, Assistant Principal, Coconut Creek High

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Tracking Number: 3312

RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Michael Segarra

CURRENT/PREVIOUS POSITION: Security Specialist, Safety & Security Operations

CURRENT/PREVIOUS SALARY: \$41,326

CURRENT WORK CALENDAR: 199 Days

RECOMMENDED POSITION: Manager, Area Security (ZZ-042)

RECOMMENDED SALARY: \$71,104, Pay Grade 25, 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: 1/15/2020

NUMBER OF APPLICANTS: 219

NUMBER OF QUALIFIED APPLICANTS: 105 (3 withdrew)

NUMBER OF QUALIFIED APPLICANTS INTERVIEWED: 44

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, Criminal Justice, Broward College, Fort Lauderdale, FL

AWARDED:

SELECTION COMMITTEE:

Frederick Stolper, Director, Safety & Security Operations

Shalanda Brown, Manager, Area Security, Safety & Security Operations

Constantina Weston, Manager, Area Security, Safety & Security Operations

Ronald Bradley, Lieutenant, Special Investigate Unit

Ronnie Dimler, Detective, Special Investigate Unit

Leigh Kamens, Senior Data Analyst, Safety, Security & Emergency Preparedness

Andrew Kirk, Assistant Principal, Westpine Middle

Judith Segesta, Assistant Principal, Coconut Creek High

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Board Item: G-3

Board Date: 1/14/2020

Tracking Number: 3310

RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Terrance Wilson
CURRENT/PREVIOUS POSITION: Director of Public Safety & Emergency Management, Florida Memorial University
CURRENT/PREVIOUS SALARY: \$72,000 **CURRENT WORK CALENDAR:**
RECOMMENDED POSITION: Manager, Area Security (ZZ-042)
RECOMMENDED SALARY: \$91,167, Pay Grade 25, Step 10, 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: 1/15/2020

NUMBER OF APPLICANTS: 219

NUMBER OF QUALIFIED APPLICANTS: 105 (3 withdrew)

NUMBER OF QUALIFIED APPLICANTS INTERVIEWED: 44

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, Our Saviour Lutheran High School, Bronx, NY

AWARDED:

SELECTION COMMITTEE:

Frederick Stolper, Director, Safety & Security Operations
Shalanda Brown, Manager, Area Security, Safety & Security Operations
Constantina Weston, Manager, Area Security, Safety & Security Operations
Ronald Bradley, Lieutenant, Special Investigate Unit
Ronnie Dimler, Detective, Special Investigate Unit
Leigh Kamens, Senior Data Analyst, Safety, Security & Emergency Preparedness
Andrew Kirk, Assistant Principal, Westpine Middle
Judith Segesta, Assistant Principal, Coconut Creek High

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Board Date: 1/14/2020

Tracking Number: 3315

RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Shereen Reynolds
CURRENT/PREVIOUS POSITION: Assistant Principal, Watkins Elementary
CURRENT/PREVIOUS SALARY: \$88,089 **CURRENT WORK CALENDAR:** 216 Days
RECOMMENDED POSITION: Principal, Atlantic West Elementary (B-002)
RECOMMENDED SALARY: \$107,000, salary on the Awarding Competitive Compensation to Educational Leaders (ACCEL) Plan for School-Based Administrators

RECOMMENDED WORK CALENDAR: 244

EFFECTIVE DATE: 1/15/2020

NUMBER OF APPLICANTS: 17

NUMBER OF QUALIFIED APPLICANTS: 15

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) Master's Degree, Educational Leadership, Nova Southeastern University, Fort Lauderdale, FL

AWARDED: Bachelor's Degree, Elementary Education, Brooklyn College, Brooklyn, NY

SELECTION COMMITTEE:

Robert W. Runcie, Superintendent of Schools

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

Alan Strauss, Chief Human Resources & Equity Officer

Saemone Hollingsworth Luis, Executive Director, Exceptional Student Learning Support

Mildred Grimaldo, Director, Literacy

Davida Johnson, Director, School Performance & Accountability

Kenneth King, Director, School Performance & Accountability

Susan Rockelman, Director, Talent Acquisition & Operations - Instructional

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

Jennifer Escandell, Coordinator, Leadership Development

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(NON-INSTRUCTIONAL)***

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Board Item: G-3

Board Date: 1/14/2020

Tracking Number: 3408