AGENDA REQUEST FORM
THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

Meeting Date	Open Agenda	Special Order Request	Agenda Item Number
6/24/2014	___Yes _x_ No	___Yes _x_ No	I-9

TITLE:
Administrative Complaint- JR

REQUESTED ACTION:
Receive the Administrative Complaint submitted by The Superintendent to immediately suspend without pay Jane Ruffolo pending the termination of Ms. Ruffolo's Professional Service Contract.

SUMMARY EXPLANATION AND BACKGROUND:
Ms. Jane Ruffolo, a Professional Service Contract teacher, is being recommended for suspension without pay pending termination of employment in accordance with Florida Statutes 1001.51, 1012.27(5), 1012.33, and 1012.34. Performance concerns began in 2010 as an educator at Cresthaven Elementary School. Ms. Ruffolo had considerable parent complaints and issues raised regarding her professionalism and behavior. In the 2012-2013 school year, Ms. Ruffolo was placed in a Cycle of Assistance to provide support prior to proceeding to a Professional Development Plan (PDP). Ms. Ruffolo's student achievement data indicated concerns about her instruction. Ms. Ruffolo falsified her students' Florida Assessments for Instruction in Reading (FAIR) data resulting in a three day suspension. Ms. Ruffolo received an overall Needs Improvement evaluation for the 2012-2013 school year.

In 2013-2014, Ms. Ruffolo was placed on a ninety (90) day probationary period to formally assess and evaluate her performance in compliance with The School Board of Broward County, Florida and the Broward Teachers Union Collective Bargaining Agreement. Ms. Ruffolo was placed on a Professional Development Plan (PDP) and refused to participate in constructive discussion to improve her performance and unsuccessfully completed her PDP. Ms. Ruffolo failed to improve and earned an unsatisfactory Instructional Practice performance rating on the Broward Instructional Development and Growth Evaluation System (BrIDGES).

The cadre attorney prepared the Administrative Complaint, and notice was sent to the employee that a recommendation for suspension without pay and termination of employment would be presented to the School Board on June 24, 2014.

SCHOOL BOARD GOALS:
__•Goal 1: High Quality Instruction
_x_•Goal 2: Continuous Improvement
__•Goal 3: Effective Communication

FINANCIAL IMPACT:
There is no financial impact to the District.

EXHIBITS: (List)
1. Letter dated June 6, 2014 to Jane Ruffolo from The Superintendent
2. Administrative Complaint_Jane Ruffolo

BOARD ACTION:

RECEIVED

(For Official School Board Records' Office Only)

SOURCE OF ADDITIONAL INFORMATION:
Elisa Calabrese 754-321-5044
Gracie Diaz 754-321-5024
Heather Parente 754-321- 5010

Name Phone

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA
Dr. Elisa Calabrese, Chief Talent Development Officer
Office of Talent Development

Approved in Open Board Meeting on: JUN 24 2014

By: School Board Chair

Form #4189
Revised 12/12
RWR/EC:dd