THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA
OFFICE OF THE SUPERINTENDENT

TUESDAY, OCTOBER 27, 2026 12:00 PM
Kathleen C. Wright Building
600 Southeast Third Avenue, Board Room
Fort Lauderdale, Florida 33301

AGENDA FOR SPECIAL SCHOOL BOARD MEETING

SPECIAL SCHOOL BOARD MEETING CAN BE VIEWED VIA LIVE STREAM OVER THE INTERNET ON THE DISTRICT'S WEBSITE (www.browardschools.com).

School Board meetings will be held with Board Members being physically present and via electronic communication. This advertised Special School Board Meeting will be accessible virtually. **Public Written Agenda Comments - Members of the public may submit public written comments by selecting the eComments tab at the following District webpage: https://www.browardschools.com/Page/55263. Public Written Agenda Comments must be submitted no later than 1:00 p.m. the day before the published date of the School Board Meeting or Workshop. Anonymous comments will not be accepted; therefore, written comments must include the person's name, city of residence, and zip code. Written agenda comments may not exceed a maximum of twenty-two hundred and fifty (2250) characters.** Pursuant to School Board Policy 1020, the public may speak a total of twelve (12) minutes during any single meeting, not including committee reports. Additionally, in the event a large group of individuals (ten (10) or more) sign-up to speak on any one agenda item, the Board Chair has the authority to adjust the time limit for each speaker to speak less than the three (3) minutes usually permitted or limit the overall time speakers will be heard on that item.

Free guest parking is available at the southeast 3rd Avenue parking lot on all School Board meeting dates.

CALL TO ORDER

PLEDGE OF ALLEGIANCE TO THE FLAG OF THE UNITED STATES OF AMERICA

ADDED / CHANGED ITEMS

CLOSE AGENDA

PURPOSE OF MEETING

For The School Board of Broward County, Florida to conduct official business of the District, and any other items the Board deems necessary.

SUPERINTENDENT'S RECOMMENDATION(S)

1. **Appointments, Leaves, and Separations of Employment**
Approve the appointments, leaves and separations of employment. District-wide

Executive Summary.pdf
Appointments Leaves and Separations.pdf

ADJOURNMENT

The School Board of Broward County, Florida, prohibits any policy or procedure which results in discrimination on the basis of age, color, disability, gender identity, gender expression, genetic information, marital status, national origin, race, religion, sex or sexual orientation. The School Board also provides equal access to the Boy Scouts and other designated youth groups. Individuals who wish to file a discrimination and/or harassment complaint may call the Director, Equal Educational Opportunities/ADA Compliance Department & District's Equity Coordinator/Title IX Coordinator at 754-321-2150 or email eeo@browardschools.com.

Individuals with disabilities requesting accommodations under the Americans with Disabilities Act Amendments Act of 2008, (ADAAA) may call Equal Educational Opportunities/ADA Compliance Department at 754-321-2150 or email eeo@browardschools.com. Language Interpretation/Translation Services are available for the public upon request to the Bilingual/ESOL Department by emailing ESOLRequests@browardschools.com.

Any person who decides to appeal any decision made at a meeting(s) announced by this Notice with respect to any matter considered at such meeting(s) will need a record of the proceedings and for such purpose may need that a verbatim record of the proceeding is made, which records testimony and evidence upon which the appeal is to be based.

Telephone conferencing or other telecommunications technology may be used in conducting this public meeting to permit absent Board Members to participate in discussions, to be heard by other School Board Members and the public, and to hear discussions taking place during the meeting.

Notice is hereby given that two or more Board Members of The School Board of Broward County, Florida, may be participating.

Status: ORIGINAL

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

2026-10-27	Special School Board Meeting
CATEGORY:	H. Human Resources
DEPARTMENT:	Talent Acquisition

Agenda Item Number:	1.
Consent Item:	Consent
Special Order:	NO
Time for Special Order:	N/A

TITLE:

Appointments, Leaves, and Separations of Employment

REQUESTED ACTION:

Approve the appointments, leaves and separations of employment. District-wide

RATIONALE:

For the Requested Actions, Background/History, Alignment to the 2027 Goals and Guardrails, Measurable Outcome(s)/Return on Investments, Financial Impact, and Rationale, please see the Executive Summary.

EXHIBITS:

Executive Summary
Appts, Leaves & Separations

FINANCIAL IMPACT:

There is no financial impact to the District.

STRATEGIC PLAN ALIGNMENT:

Student Focus Outcomes

Guardrail 3: School Support

OR • **Business Operations**

BOARD ACTION:

(For Official School Board Records Only)

SOURCE OF ADDITIONAL INFORMATION

Name:	Dr. Ernie Lozano	Phone:	754-321-1840
Name:		Phone:	

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

Senior Leader & Title

Dr. Ernie Lozano, Chief Human Resources Officer

Signature

Dr. Ernie Lozano, Chief Human Resources Officer Oct 22, 2026

Electronic Signature

Form $4189 Revised 9/26

HH/JJS

Approved in Open Board Meeting On: October 27, 2026

By: _____

School Board Chair

For more information, please contact:

Name: Dr. Ernie Lozano
Title: Chief Human Resources Officer
Phone: 754-321-1840

EXECUTIVE SUMMARY

Appointments, Leaves, and Separations of Employment

Board Meeting Date: October 27, 2026

Requested Action: Approve the appointments, promotions, demotions, salary adjustments, leaves of absence, and separations of employment.

General Information

The following information outlines the governing authority, districtwide implications, historical background, strategic alignment with the 2027 goals and guardrails, and the anticipated measurable outcomes and return on investment related to this agenda item.

District-zone Impact/Board Member: District-Wide	
School Board Policy Requirement	• Policy number: 7150
Statutory Requirement	• Supports Florida Statues 1012. Governs personnel in Florida's public schools, covering employment, qualifications, certification, duties and management of school staff. The statute outlines the responsibilities of the District regarding staff hiring, termination, leave and salary.
If the School Board votes "Yes"	• The recommended candidates will continue to be employed, the leaves of absence will continue, and the separation of employment is officially accepted by the Board.
If the School Board votes "No"	• The recommended candidates would not be approved, which can cause schools to not have staff to meet the needs of students or departments to be able to complete tasks efficiently or support schools. The leave of absence approval would be rescinded which would create issues for the affected employees. The separation of employment would not officially be accepted by the Board, which could produce a negative financial impact to the District.
Alignment to the 2027 Strategic Goals and Guardrails	• Guardrail 3: School Support
Measurable Outcome(s)/Return on Investment	• Talent Acquisition monitors vacancies, new hires, and establishes Key Performance Indications (KPI's) to track the onboarding process and recruitment efforts. These KPIs are used to decrease time to fill rates, improve candidates' experiences, and

	provide stellar customer service to all Human Resources stakeholders.

Background/History
Broward County Public Schools (BCPS) has a long-standing tradition of ensuring transparency and accountability in its operations. One of the key areas where this is evident is the process of employee appointments, leaves, and separations. This practice of bringing these matters to the Board for approval is rooted in the District's commitment to maintaining high standards of governance and oversight. By requiring Board approval for employee appointments, leaves, and separations, the District ensures that all personnel decisions are made with careful consideration and in alignment with the District's policies and goals. This process helps to maintain a high level of integrity and trust within the community, as it provides a system of checks and balances. It is a key component of the district's governance structure and helps to ensure that all personnel decisions are made with the utmost integrity and in the best interest of the students and the community.

All recommended candidates meet at least the minimum qualifications for the required positions. The list of leave approvals is for employees requesting a Board-approved leave of absence.

Agreement Terms and Financial Impact

The following information provides a detailed summary of the contract agreement summary, financial impact of this item, including funding allocation, budget authority, fiscal year expenditures, and any current or future financial obligations.

Table A: Agreement Summary, Multi-Year Analysis, and Procurement Method
This table summarizes the contract agreement terms, including the multi-year financial breakdown and total projected cost, and identifies the procurement method used in accordance with District purchasing requirements.

Agreement Term:	N/A
Multi-Year Agreement:	N/A
Procurement Method:	**Piggyback Agreement** (Yes/No): N/A **Acquisition Method**: N/A

Table B: Financial Impact, Funding Source, and Budget Authority
This table summarizes the financial impact of the requested Board action, including the contract agreement authority being approved and the budget sources supporting that request.

Budget Impact Summary Statement:
No additional funding is required. Funds have already been allocated within the respective school/department.

New / Current Requested Agreement Authority		
Agreement Authority Terms	**Length of Agreement Terms**	**Total Agreement Amount**
N/A	N/A	N/A

Budget Authority Request(s) *This section identifies the budget sources that support the requested contract agreement authority, including current-year budget availability and any anticipated funding in future fiscal years, subject to the School Board's annual budget approval.*				
Current Fiscal Year Budget Authority				
Fiscal Year	**Length of Agreement Terms**	**Budget Fund**	**Amount**	**Included in Budget (Y/N)**
N/A	N/A	N/A	N/A	N/A
Future Fiscal Year Budget Authority *(Subject to Board Budget Approval)*				
Future Fiscal Year(s)	**Length of Agreement Terms**	**Budget Fund**	**Amount**	
N/A	N/A	N/A	N/A	

School Impact, Stakeholder Engagement, and Implementation Considerations

This section outlines how the proposed item will impact schools, including the selection and prioritization process where applicable, as well as stakeholder and end-user input. It also addresses technology and capital asset life cycles, replacement planning, and any additional operational details necessary to provide the Board with a comprehensive understanding of implementation.

Impact on Schools	N/A
School Selection /Prioritization	N/A
Community/ Stakeholder Engagement	N/A
End-User Input	N/A
Technology/Capital Expected Lifecycle/Replacement Cycle	N/A

Additional Backup:
Exhibit A: Appointments, Leaves, and Separations of Employment

APPOINTMENTS, LEAVES, & SEPARATIONS OF EMPLOYMENT
OCTOBER 27, 2026

This agenda item includes personnel recommendations for appointments, assignments, promotions, demotions and leaves for all employee groups:

- Administrators: Broward Principals & Assistants Association (BPAA), Educational Support & Management Association of Broward, Inc. (ESMAB), Technical Support Professionals (BTU-TSP), Police Benevolent Association, Inc.
- Non-Instructional Support: Clerical, Confidential Office Personnel Association (COPA), Maintenance, Facilities Service, Transportation & Security (FOPE4), Food Service (FOPE Food Service), Education Support Professionals (BTU-ESP), Secretarial/Clerical (FOPE Clerical)
- Instructional: Education Professionals (BTU-EP)

Recommendations include the name of recommended individual(s) school/location, job title, and applicable information. The individuals recommended have the qualifications required for the specified position and will be paid as specified in the Board Approved 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. External candidates marked with an asterisk (*) are pending security clearance.

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Appointments	1
Leaves	NONE
Separations of Employment	NONE

2026-2027 APPOINTMENTS
OCTOBER 27, 2026

LAST NAME	FIRST NAME	CURRENT/LAST POSITION/LOCATION	RECOMMENDED POSITION/LOCATION	CURRENT SALARY	RECOMMENDED SALARY	INTERNAL / EXTERNAL	BARG UNIT
AVASILOAE	BOGDAN	WOLFCREEK CONSULTING, INC., CONSULTANT	PURCHASING AGENT III, PROCUREMENT & LOGISTIC OPERATIONS	$81,900.00	$75,151.00 Paygrade/Step: 23/5	EXTERNAL	BTU-TSP
JOHNSON	JASMIA	CONTRACTS OFFICER, MIAMI DADE COUNTY FIRE RESCUE	PURCHASING AGENT III, PROCUREMENT & LOGISTIC OPERATIONS	$66,119.00	$67,290.00 Paygrade/Step: 23/2	EXTERNAL	BTU-TSP
SMITH	DANIELLE	CONTRACTING OFFICER, UNITED STATES COAST GUARD	PURCHASING AGENT III, PROCUREMENT & LOGISTIC OPERATIONS	$132,204.00	$93,731.00 Paygrade/Step: 23/14	EXTERNAL	BTU-TSP

The recommended salary is based on the applicable Collective Bargaining Agreement or Meet and Confer Agreement, including the authorized salary schedule and placement requirement.