

SEMINOLE COUNTY
ALLIANCE FOR RESPONSIBLE GOVERNMENT

Public Official Brief

Topic:

Retention of Superintendent Beamon

Recommendation:

Replacement of Superintendent Beamon

Date: December 3, 2021

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Executive Summary of Public Official Brief

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This brief is a report and analysis of the many reasons justifying the removal of Seminole County School Superintendent Serita Beamon and selection of a new superintendent using a national search consulting firm. The Board originally erred in electing Serita Beamon because it had 1) already hired Chad Farnsworth, an experienced assistant superintendent and superintendent and 2) focused too heavily on race, while neglecting necessary educational leadership experience and managerial experience as well as teacher and parent input. In short, the hiring of Ms. Beamon has had an unacceptably significant negative impact on both the Seminole County Public School (SCPS) system's reputation as a premier school district and on Seminole County's reputation as a premier residential and commercial destination in Central Florida.

WHO CHANGED THE JOB DESCRIPTION OF THE SCPS SUPERINTENDENT? The standard has been set over the past seventy years to have the school system led by experienced educators with administrative experience. The necessity for experience in both those areas is self-evident. The current board has deviated from these previous hiring standards and lowered the qualifications to a totally unacceptable level.

SCHOOL BOARD MEMBERS UNANIMOUSLY AGREED TEACHING EXPERIENCE WAS A REQUIREMENT FOR SUPERINTENDENT The educational leadership qualifications of past superintendents were instrumental in bringing SCPS into a leading position in the state and in maintaining its stellar reputation.

CHAD FARNSWORTH WAS HIRED BY THE BOARD ON FEBRUARY 9, 2021 Mr. Farnsworth, an educator and administrator with experience as a superintendent of a county with 3,000 students and assistant superintendent of a county with over 40,000 students, became the new superintendent of SCPS. Over the next 2 weeks, numerous actions were taken to introduce Chad Farnsworth to SCPS and the public as the new superintendent.

SERITA BEAMON RESIGNED AS SCHOOL BOARD ATTORNEY WHEN NOT ELECTED BY THE BOARD Serita Beamon's resignation indicated a lack of professionalism and sound judgment. Beamon's petulant response is indicative of a lack of ability to deal with disappointment, which occurs often in life and top management positions.

UNDUE PRESSURE TO RESCIND THE VOTE Between February 12 and February 23, 2021 Walt Griffin 1) met with Velma Williams (a Beamon supporter), 2) halted the introduction video for the county event, 3) pressured a board member who had voted for Farnsworth to the point of tears, and 4) prepared the board clerk for a possible change in the

agenda at the 2/23 board meeting. Griffin acted as a conduit (a violation of Sunshine Law) between board members coordinating rescission of the vote to hire Chad Farnsworth as superintendent. As Board Member Tina Calderone stated in the board meeting on 3/1/21, “Dr. Griffin is so well respected... when Dr. Griffin speaks, we listen.”

PROBLEMS WITH THE MOTION TO RESCIND ON FEBRUARY 23, 2021 There was communication outside of Sunshine requirements, and someone was the conduit used to intentionally violate the Sunshine Law. The rescission motion was not on the agenda. They did not notice the modified agenda publicly beforehand, as required by statute. According to Robert’s Rules of Order, some motions cannot be rescinded. Because SCPS took public actions to finalize the hiring of Chad Farnsworth, a motion to rescind was not legal to reverse the board’s previous actions.

BEAMON IS UNQUALIFIED FOR THE SUPERINTENDENT POSITION The Superintendent of Seminole County Public Schools (SCPS) manages approximately 10,000 employees and an annual billion-dollar budget. The superintendent position is not a job for an attorney like Ms. Beamon who has never managed more than 5 employees or a budget of any substantial size. Significantly, Beamon lacks experience in leading and building consensus across a diverse array of constituents and stakeholders.

BOARD MEMBER PENNOCK CALLED FOR AN INVESTIGATION During the school board meeting on March 23, 2021, one school board member, Amy Pennock, outlined the timeline and her concerns. She ended by stating, "I would like to make a motion to follow our policy number 8141- Mandatory Reporting of Misconduct and request a full review of this entire process be made, by outside counsel, to determine if there was or was not wrongdoing or Sunshine Violations on the part of any of us, including myself."

SEARCH COMMITTEE BIAS Although the search committee was bound by Sunshine Law, this brief demonstrates compelling circumstantial evidence of undue influence by Dr. Griffin, who appointed the two search committee members (Velma Williams and Marian Cummings) that pushed Ms. Beamon through on round three even though she lacked any educational experience or required executive managerial experience.

PARENT AND TEACHER SURVEY RESULTS The board completely ignored parent and desires when hiring Ms. Beamon. The top priority for parents and teachers was to hire a superintendent with classroom and school administrative experience.

MEMBER KRAUS VIOLATED TITLE 7 OF CIVIL RIGHTS ACT OF 1964 Board member Kristine Kraus made several statements in violation of employee hiring law and based her vote on race.

LACK OF FISCAL RESPONSIBILITY & PROMOTIONS Ms. Beamon promoted Marian Cummings to Assistant Superintendent - Student and School Success, a new position created using ESSR (covid-related) funds. She also initiated promotions of nine Executive Directors to Assistant Superintendents. And amid pandemic concerns and controversy, one of her first items of business was to have her office refurbished.

LACK OF COMMUNICATION WITH THE SCHOOL BOARD Ms. Beamon instituted and then extended a no visitor procedure and mask mandate without board discussion.

HIRING OF NEW SCHOOL BOARD ATTORNEY WITH MINIMUM QUALIFICATIONS AT MID-PAY RANGE With no experience at all in the field of education, the new attorney has been given a salary in the middle of the pay range rather than lower in the range, matching her educational inexperience.

SUPERINTENDENT EVALUATION This new, inexperienced superintendent with no managerial or executive or educational leadership received almost all 4's from board members Almond and Kraus, suggesting their expectations were extremely low.

HARM TO THE DISTRICT'S PREMIER REPUTATION This reputation and high standing has been led by exemplary educational professionals who had earned distinguished awards in their careers. They knew teaching. They knew school administration. They knew budget and personnel issues. They knew pedagogy. The last risk factor in the audit that was completed recently on SCPS deals with "risk of harming the district's reputation." Hiring a qualified superintendent but then unhiring him to place an attorney in that position — apparently for reasons unrelated to merit, ability, or qualifications — is the epitome of harming the district's reputation.

REMOVAL OF SUPERINTENDENT BEAMON FOR CAUSE SCPS board members can cure the wrong they have inflicted on Seminole County by voting to terminate Ms. Beamon for cause and hiring a consulting firm or the Florida School Boards Association to conduct an independent national search for a superintendent of the caliber of Dr. Hagerty and Dr. Vogel. Ms. Beamon possesses lack of qualifications and experience - she has never managed 10,000 employees, she has no teaching or school administrative experience, and no educational leadership certification or coursework toward superintendent certification.

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The following is a report and analysis of the many reasons justifying the removal of Seminole County School Superintendent Serita Beamon and selection of a new superintendent using a national search consulting firm. The Board originally erred in electing Serita Beamon because it had 1) already hired Chad Farnsworth, an experienced assistant superintendent and superintendent and 2) focused too heavily on race, while neglecting necessary educational leadership experience and managerial experience as well as teacher and parent input.

In short, the hiring of Ms. Beamon has had an unacceptably significant negative impact on both the Seminole County Public School (SCPS) system's reputation as a premier school district and on Seminole County's reputation as a premier residential and commercial destination in Central Florida.

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REPORT

A. WHO CHANGED THE JOB DESCRIPTION OF THE SCPS SUPERINTENDENT?

The Seminole County Public Schools Superintendent position in the past has required a highly qualified individual with ten years of executive administrative/managerial experience. In addition, an experienced education professional has been the standard to fill this position. Teaching experience has been important not only to the teachers but to community members as well. Serita Beamon has neither. So how did this standard disappear?

A public records request was submitted on 7/6/21 for the previous job description of the superintendent and the dates of when it has ever been altered. Carolyn Bedsole, SCPS, informed us the job description has never been altered. See Exhibit **A1, p. 24** (Superintendent Job Description sent via public records request). This document had no approval date although every other SCPS job description has one or more approval dates. After several enquiries, we were notified the job description has an approval date of March 10, 1992. See Exhibit **A2, p.25** (Superintendent Job Description Showing Approval Date March 10, 1992). Many questions arise as to why there was no approval date on the job description and then it appeared to be back-dated after our requests. Mark Russi, Human Resources, informed Carolyn Bedsole "they researched all the school board minutes to find the approval date but the job description form was not updated at that time."

The first appointed superintendent was Dr. Hagerty in 1992; prior to that, Seminole County had elected its superintendent. Even then elected superintendents had teaching and administrative experience. See Exhibit **A3, p. 26** (Orlando Sentinel Article on Elected Superintendent Robert Hughes 1980-1992 and SCPS Website Milwee History/Milwee Middle School 1952).

When the school board was searching for a replacement for Dr. Vogel, education experience was a requirement. See Exhibit **A4, p. 27** (Orlando Sentinel Article).

Although educational experience was a requirement in the past, it is inexplicable that this cannot be documented today. It is evident that standard procedures were not followed regarding this job description posting.

The applications/resumes of the prior superintendents (Dr. Griffin, Dr. Vogel, Dr. Hagerty) demonstrate the caliber of candidates that were chosen to lead Seminole County Public Schools from July 1992 through June 2021. See Exhibit **A5, p. 28** (Resumes/Applications of Dr. Griffin, Dr. Vogel and Dr. Hagerty). Upon review of the resumes of Drs. Griffin, Vogel and Hagerty, it is evident that the superintendent position was held by outstanding educators who achieved an extensive list of accomplishments in the field of education.

All superintendents selected by the board since it became an appointed position had teaching and school administrative experience as well as executive managerial experience. Now is not the time to lower our standards and turn leadership over to an inexperienced non-educator.

The search for Dr. Griffin was much more open to the community and much more transparent. See Exhibit **A6, P. 52** (Superintendent Search Article). Board member Abby Sanchez stated in the board meeting on March 1, 2021 that town halls were held during the search for Dr. Griffin.

The standard has been set over the past seventy years to have our school system led by experienced educators with administrative experience. The necessity for experience in both those areas is self-evident. The current board has deviated from these previous hiring standards and lowered the qualifications to a totally unacceptable level.

B. SCHOOL BOARD MEMBERS UNANIMOUSLY AGREED TEACHING EXPERIENCE WAS A REQUIREMENT FOR SUPERINTENDENT

In a work session at the beginning of the search process (September, 2020) all five board members agreed that teaching experience was a necessary requirement for the new superintendent. Somehow, this unanimous board deviated from that original agreement in the hiring of Ms. Beamon.

The educational leadership qualifications of past superintendents were instrumental in bringing SCPS into a leading position in the state and in maintaining its stellar reputation. See Exhibit **B1, P. 53** (Superintendent One Page Advertisement).

C. CHAD FARNSWORTH WAS HIRED BY THE BOARD ON FEBRUARY 9, 2021

With all five board members present, Chad Farnsworth received 3 votes and Serita Beamon received 2 votes on 2/9/21. See Exhibit **C1, P. 55** (Voting Record in Board Minutes 2/9/21)

On that date, Mr. Farnsworth, an educator and administrator with experience as a superintendent of a county with 3,000 students and assistant superintendent of a county with over 40,000 students, became the new superintendent of SCPS. See Exhibit **C2, P. 56** - Farnsworth Resumé and Application with Action Plan.

Over the next 2 weeks the following actions were taken to introduce Chad Farnsworth to SCPS and the public as the new superintendent:

1. A press release was submitted and published in various publications: See Exhibit **C3, P. 70**.
2. At the Principals Meeting in February, Chad Farnsworth was introduced to the principals of SCPS and welcomed.
3. Walt Griffin introduced Chad Farnsworth as the new superintendent to employees at the Educational Support Center.
4. The SCPS newsletter emailed to parents announced Chad Farnsworth as the newly selected superintendent - See Exhibit **C4, P. 70**.

5. A Facebook post on the SCPS page also announced his election at the board meeting on February 9th - See Exhibit **C5, P. 72**.

In addition, Farnsworth submitted his resignation to Lake County Schools as their Assistant Superintendent. (Fortunately, notwithstanding the embarrassment to Farnsworth as well as our community at large, Lake County Schools subsequently and gladly reinstated Mr. Farnsworth to his previous position.)

D. SERITA BEAMON RESIGNED AS SCHOOL BOARD ATTORNEY WHEN NOT ELECTED BY THE BOARD

Serita Beamon submitted a resignation letter from her position as school board attorney on February 16, 2021, effective "63 days" later. See Exhibit **D1, P. 73** (Resignation Letter). This action indicated a lack of professionalism and sound judgment. Beamon's petulant response is indicative of a lack of ability to deal with disappointment, which occurs often in life and top management positions.

The board then voted to hire Beamon as a consultant to bridge the gap, because she had resigned her position, at an additional cost to our school system of almost \$20,000. See Exhibit **D2, P. 75** (Temporary Employment Agreement). This caused an unbudgeted and totally unnecessary expense to SCPS just to cover an unexpected absence, created by Ms. Beamon's unprofessional response.

In addition to Ms. Beamon's resignation, there was the appearance of coordination in the form of numerous threats of resignations by other employees related to Ms. Beamon. See Exhibit **D3, P. 76** (Inappropriate picture with Marian Cummings, Jania Fuller and others wearing Serita shirts). This photo suggests a calculated pressure strategy utilizing inappropriate racial tactics, creating division and suggesting poor judgment and the willingness to use unfair and/or unethical tactics.

E. UNDUE PRESSURE TO RESCIND THE VOTE

Timeline:

February 12, 2021 Dr. Griffin had a face-to-face meeting with Velma Williams (See Exhibit **E1, P. 77**).

February 13, 2021 Dr. Griffin called Amy Lockhart, Seminole County Commissioner and chair of Superintendent Search Committee and halted the introduction video for a county event.

February 12-19, 2021 Dr. Griffin called board member Abby Sanchez and pressured her to the point of tears.

Dr. Griffin told board member Amy Pennock there were going to be some changes on the agenda.

February 15, 2021 Dr. Griffin told board clerk Jill Mahramus to be prepared for a change of schedule.

February 19, 2021, Dr. Griffin met with Barbara Kirby Bentley (See Exhibit **E2, P. 78**). Griffin acted as a conduit (a violation of Sunshine Law) between board members coordinating rescission of the vote to hire Chad Farnsworth as superintendent. Dr. Griffin had introduced Serita Beamon as his favorite for superintendent. For details of the above timeline and undue pressure, see Exhibit **E3, P 81**.

The above timeline shows a coordinated effort to rescind the hiring of a qualified candidate and pressure board members to vote for an unqualified candidate instead. Community members who were close allies of Beamon pressured Dr. Griffin who, in turn, put pressure on two board members. The timeline also shows violation of Sunshine Law.

F. PROBLEMS WITH THE MOTION TO RESCIND ON FEBRUARY 23, 2021

Chad Farnsworth was sitting in the front row, expecting to be introduced as the new SCPS superintendent at the board meeting on February 23, 2021. However, what happened next was not only an embarrassment for Seminole County but a travesty of justice and excellence in education. When board member Calderone started to read from a prepared statement, many of those in attendance were shocked. See Exhibit **F1, P. 83** (Tina Calderone's Prepared Statement). However, there were several in attendance who also came with prepared comments to speak to the matter of rescinding the vote. Unlike the other attendees, these people clearly knew ahead of time that this motion was going to take place. It is unclear how they knew the Farnsworth rescission would take place, since a new superintendent had already been selected by the board 2 weeks earlier. See Exhibit **F2, P. 85** (Public Comment Speakers List).

Chair Almond opened the floor for member Calderone to begin her statement. See the minutes below:

“Chairman Almond stated that in lieu of the fact that there are many public speakers present at the School Board meeting she wanted to open the floor for School Board comments prior to public comment. Member Calderone commented on the vote for our next Superintendent that took place at the February 9, 2021 School Board meeting. Member Calderone suggested the Board consider rescinding the prior vote for our next Superintendent for the purpose of the Board entering into more discussion. Member Calderone asked Associate School Board attorney Gregg Johnson if rescinding their vote was possible and if so, what steps should be taken. Mr. Johnson said rescinding their vote was possible and a motion and a second would need to be made in order to vote to rescind their last vote. Member Calderone moved to rescind their vote from the last meeting on our Superintendent, seconded by Member Kraus.”

Meanwhile, Chad Farnsworth showed extreme self-control, grace and tolerance while this travesty occurred. He sat through the entire charade and at the end of the meeting, to ensure his safety, was escorted out by a police officer. Members Kraus and Almond inappropriately made the hiring of our superintendent about race and equity instead of merit, experience, and qualifications, as it should have been.

There was communication outside of Sunshine requirements, and someone was the conduit used to intentionally violate the Sunshine Law.

The rescission motion was not on the agenda. They did not notice the modified agenda publicly beforehand, as required by statute. See Exhibit **F3, P. 85** (SCPS Policy Violation).

According to Robert's Rules of Order, some motions cannot be rescinded. See Exhibit **F4, P. 85** (Robert's Rule Regarding Rescinding a Vote).” Rescinding an election requires either a provision in the bylaws or specific procedures for removal from office.” Robert's Rules of Order requires SCPS have a policy or bylaw to rescind a hiring. We cannot find any such bylaw or policy or procedure regarding rescinding a hiring. Because SCPS took the above public actions to finalize the hiring of Chad Farnsworth, a motion to rescind was not legal to reverse the board's previous actions. Not only was notice of the subject matter not given, but one of the School Board members was told the morning of the meeting that there would be some changes on the agenda but was not told what they were.

G. BEAMON IS UNQUALIFIED FOR THE SUPERINTENDENT POSITION

In the brochure advertising the superintendent position (Exhibit **G1, P. 87** - Brochure Advertising Superintendent Position), eight key leadership qualities are described. However, Ms. Beamon is extremely deficient in at least three of the eight qualities outlined - displays strong commitment to a “student first” policy; promotes sound fiscal practices and management; and possesses proven ability to enhance student performance especially in identifying and closing or narrowing the gaps in student achievement. See Exhibit **G2, P. 89** (From Brochure Advertising Superintendent Position: Leadership Qualities Required).

The district's advertisement for the superintendent position includes the requirements that an applicant have “a minimum of ten years of executive administrative and supervisory experience in a school district with at least 25,000 students or in a comparatively-sized government/business organization.” Beamon lacks the necessary management and executive experience that is required for the Superintendent position. In fact, she has no management or executive experience. Her previous job was school board attorney, which, although it familiarizes a candidate with procedure, is no substitute for management and executive experience.

The Superintendent is the chief executive officer of the school district. See Florida Statutes § 1001.51, Exhibit **G3, P. 89**. Ms. Beamon lacks applicable experience in most areas required by Florida Law and her employment contract (Exhibit **G8, P 121**.). See Exhibit **G4, P. 90** (Beamon's Resume with Action Plan).

Tina Calderone stated in a school board meeting in February 2021 that she went to Mark Russi, Director of Employee and Governmental Relations/Personnel (now promoted by Beamon to Asst. Superintendent of HR and Professional Standards) to inquire if Serita Beamon met the requirements for Superintendent. Russi inexplicably answered that both candidates met the requirements, although they did not.

At the board meeting on March 1, 2021, board member Calderone described Beamon as one “who has not been a leader but has been a team member.”

The Edgar County Watchdogs outlined Beamon’s lack of qualifications in an article posted on their national website. See Exhibit **G5, P. 114**.

The Superintendent of Seminole County Public Schools (SCPS) manages approximately 10,000 employees and an annual billion-dollar budget. See Exhibit **G6, P. 118** (SCPS Budget). The superintendent position is not a job for an attorney like Ms. Beamon who has never managed more than 5 employees or a budget of any substantial size. See Exhibits **A2, P. 25** (Job Description for Superintendent) and **G7, P. 119** (Job Description for Executive Director of Legal Services). The job description for Beamon’s position in Legal Services states, “Review and monitor the annual budget for the Office of Legal Services with regular communication with all necessary district staff regarding any associated budget shortfalls.” Note that it does not say manage, just review and monitor and communicate.

Beamon’s management style has been known to be too micromanaging and employees have a fear of retribution if they speak up.

Beamon waited until the final deadline to submit her application for superintendent, suggesting that she knew she was unqualified.

Further evidence of Ms. Beamon’s lack of qualifications for Superintendent lies in the two action plans submitted by Ms. Beamon and Mr. Farnsworth.

Ms. Beamon’s Plan is titled, “**100 Day Plan - Listen-Learn-Lead**” (Exhibit **G4, P. 90**).

Ms. Beamon’s plan lists 31 specific items for her to do in her first 100 days. Only 2 items accomplish anything more than having Ms. Beamon listen, meet, attend, send letters of introduction or host a meeting. The two proactive items are: Item 18 - “Plan and schedule a series of facilitated equity workshops with district and school leadership, to be followed by school personnel, to increase the cultural competencies of all staff.” and Item 20 - “Collaborate with the Executive Director for Instructional Excellence & Equity to create curriculum workgroups composed of teachers and administrators to determine specific areas of actionable focus to address learning gaps exacerbated by the global pandemic.”

By contrast, Mr. Farnsworth’s Action Plan titled, “**Leading Seminole: Superintendent’s Action Plan**” (Exhibit **C2, P. 56**), is mostly proactive items.

Under Listen and Learn he identified 3 items- Walk schools, Conduct teacher focus groups, and Meet with district and school leadership teams to evaluate progress toward the current strategic plan and school improvement goals.

Under Academics he has 3 identified - Examine successful programs and identify enhancement opportunities, Review specific intervention plans by subgroup, Provide additional interventions or make adjustments where necessary based on recent data and input from instructional

leaders. He goes on to list 30 more action items. Among them are actions like - Set mechanisms to monitor progress, identify applicable remediation strategies, create feedback loops, establish methods of measuring success and shortcomings among other things. These are all tools that administrators use in their jobs and indicate Mr. Farnsworth has applicable managerial experience and skills.

On the other hand, the only area that Ms. Beamon seems to know is Equity. At a \$190,000 annual salary, SCPS cannot afford for Ms. Beamon to learn on the job, and hire multiple Assistant Superintendents to do her job for her because she cannot.

The advertised Contract Terms were: “The Board is prepared to offer, at minimum, a three-year contract with a salary range of \$165,000 - 195,000 plus competitive benefits.” Although Beamon did not meet the required qualifications, Mark Russi, then Director of Employee and Governmental Relations/Personnel Services (promoted by Beamon to Assistant Superintendent, Human Resources and Professional Standards) and Boyd Karns, Executive Director of Human Resources and Professional Standards negotiated with her a starting salary of \$190,000. This was not in the best interest of the taxpayers. Beamon started near the top of the salary range without meeting minimum required qualifications. See Exhibit **G8, P. 121** (Employment Contract)

Finally, Serita Beamon was so lacking in the necessary experience and educational qualifications that she even had to be "coached" by Dr. Anna Marie Cote (who spoke in her favor during public comments at the board meeting on February 23, 2021) to prepare her for the interview questions.

Significantly, Beamon lacks experience in leading and building consensus across a diverse array of constituents and stakeholders.

H. BOARD MEMBER PENNOCK CALLED FOR AN INVESTIGATION

During the school board meeting on March 23, 2021, one school board member, Amy Pennock, outlined the timeline and her concerns. She ended by stating, "I would like to make a motion to follow our policy number 8141- Mandatory Reporting of Misconduct and request a full review of this entire process be made, by outside counsel, to determine if there was or was not wrongdoing or Sunshine Violations on the part of any of us, including myself." See Exhibit **H1, P. 132** (Board Member Pennock Statement).

See Seminole County School Board Meeting Minutes from March 23, 2021, below:

“Chairman Almond read her recommendation to approve the superintendent (Beamon) contract. Then member Kraus moved to approve Chairman's motion seconded by Member Calderone.

During School Board discussion Member Kraus made a point of order *Vice-Chair Pennock moved to follow our policy 8141-Mandatory Reporting of Misconduct and request a full review of the entire process be made by outside counsel to determine if there was or was not wrong-doing or Sunshine violations on any part of this organization including herself.* as the main motion was still pending. Associate Attorney Gregg Johnson confirmed Member Kraus'

point of order and explained that the new motion is not incidental to the main motion so the main motion needs to be considered first. Vice-Chairman Pennock then moved to put a hold on the agreement until we can provide clarity of the process of this superintendent search to make sure that when we do hire and enter into contract that it is done in the best interest of all parties including the incoming Superintendent. Member Kraus made a point of order as the main motion was still on the floor for discussion. Mr. Johnson asked for clarification on Vice-Chair Pennock's motion as asking to table or asking for an indefinite postponement of the main motion. Vice-Chair Pennock made a secondary motion to table the main motion. The secondary motion did not receive a second so it failed. The Chairman opened the floor again for discussion on the main motion. After the School Board discussion, the Chairman asked the School Board Clerk for a roll call vote on the main motion. Member Sanchez voted yes, Member Kraus voted yes, Vice-Chair Pennock voted no, Member Calderone voted yes, and Chairman Almond voted yes. The main motion passed with a 4-1 vote.”

Ms. Pennock received no second for her motion, as the other four members sat in complete silence.

Ms. Pennock also was the subject of a chain of harassing emails sent from the teacher’s union president to the superintendent and his cabinet members. See Exhibit **H2, P. 134** (Chain of Emails).

I. SEARCH COMMITTEE BIAS

Griffin appointed Velma Williams and Marian Cummings, who openly supported Serita Beamon, to serve on the Search Committee. See Exhibit **I1, P. 140** (Search Committee Members). These two members were involved in nominating Serita Beamon to advance as a finalist even though she did not receive as many tallies from members as many other applicants. See Exhibit **I2, P. 141** (Tally Sheet). Marian Cummings nominated Serita Beamon as a third-round pick and Velma Williams seconded the nomination.

Amy Lockhart, chair of the search committee, gave an organized recap of the committee’s actions in her public comment speech at the board meeting on March 1, 2021. Ms. Lockhart stated, “It was for this board to determine the qualities that were most important in your next leader.” and “November 19th was our next meeting and there was a robust discussion of all the candidates. A motion was made and unanimously passed to move candidates 7 11 14 18 20 23 and 27 on to the next steps. It should be noted that Mr. Farnsworth was candidate #18 and was included in this first-round motion and there was more committee discussion and there was a unanimous motion to add candidates 22 and 26. Again we had additional robust discussion ... a third motion was made and unanimously passed to add candidate 24. And you should note candidate 24 was Mrs. Beamon... **At our Dec 3rd meeting... some committee members expressed that they had spoken with Dr. Griffin. They were impressed by his advocacy for Mrs. Beamon...Mrs. Beamon was the only candidate to enjoy the advocacy of the current superintendent...**”

Although the search committee was bound by Sunshine Law, this brief demonstrates compelling circumstantial evidence of undue influence by Dr. Griffin, who appointed the two search committee members (Velma Williams and Marian Cummings) that pushed Ms. Beamon through as a finalist even though she lacked any educational experience or required executive managerial experience.

J. PARENT AND TEACHER SURVEY RESULTS

The board completely ignored parent desires when hiring Ms. Beamon. The top priority for parents and teachers was to hire a superintendent with classroom and school administrative experience. See Exhibit **J1, P. 142** (Survey Results).

When each school board member was campaigning, they promised to listen to their constituents, as they should. Three of the board members refused to listen to their constituents with regard to what was arguably their most important and effective vote.

K. MEMBER KRAUS VIOLATED TITLE 7 OF CIVIL RIGHTS ACT OF 1964

Board member Kristine Kraus made several statements in violation of employee hiring law and based her vote on race.

What is Title VII of the Civil Rights Act of 1964? The seventh amendment of the Civil Rights Act of 1964, called Title VII, prohibits employers from discriminating against employees and job applicants based on race, color, religion, sex and national origin. In the late 1970s, Congress amended the Act by passing the Pregnancy Discrimination Act of 1978, which clarified pregnancy discrimination as unlawful sex discrimination.

At the board meeting on February 9th, (@ minute 36), Kraus said "equity has to be forefront in our decision".

On March 1st, (around minute 4) - Kraus attacked Farnsworth in her comment time and then (@4:33:11, she explained the basis for her support of Serita Beamon — only Ms. Beamon's race.

“WHEN THEY SAY WALK THE TALK, THAT’S WHAT THEY MEAN. THEY MEAN PUT SOMEONE INTO THE POSITION WHO LOOKS LIKE THEM. SO LITTLE GIRLS AND LITTLE BOYS SEE THEMSELVES GROWING UP... IN POSITIONS OF POWER, IN POSITIONS OF AUTHORITY...”

At the board meeting on March 1, 2021 Kristine Kraus stated, “Perhaps, we the board made a mistake going out for a candidate when we had our candidate here. Maybe we did make a mistake”

“A White hospital executive says he was fired and replaced by 2 women as part of a diversity push. He sued and was just awarded \$10 million” - CNN See Exhibit K1, P. 144

We submit that the same thing happened with the rescission (firing) of Mr. Farnsworth in order to hire an unqualified Black woman for superintendent based on race and gender.

L. LACK OF FISCAL RESPONSIBILITY & PROMOTIONS

Beamon's performance has already materially harmed the district. Despite being given a top-end contract for \$190,000 starting pay, enrollment is now down 5,000 students. This demonstrates both Ms. Beamon's ineptness and a lack of fiscal responsibility on the part of the board members. See Exhibit **L1, P. 147** (Florida Statute 1001.50(3)).

Beamon promoted Marian Cummings to Assistant Superintendent - Student and School Success. She created this new position using ESSR (covid-related) funds. See Exhibit **L2, P. 148** (Job Description). Since the ESSR funds are not any permanent part of the budget, this position is unfunded, demonstrating Ms. Beamon's lack of ability to properly manage a budget.

On June 22, 2021, Ms. Beamon initiated promotions of nine Executive Directors to Assistant Superintendents. The prior superintendent needed only one Deputy Superintendent and no Assistant Superintendents — with more students attending schools in the district. The pay range for assistant superintendent is higher than for executive director. These promotions gave the executive directors the potential for higher pay increases as assistant superintendents. These new assistant superintendents all have educational certification while the superintendent does not — making them more qualified than their supervisor. See Exhibit **L3, P. 149** (Job Description for Executive Director Secondary with Pay Range) and Exhibit **L4, P. 151** (Job Description for Assistant Superintendent Secondary with Pay Range)

When Ms. Beamon became superintendent amid pandemic concerns and controversy, one of her first items of business was to have her office refurbished – new carpet, paint and furniture.

M. LACK OF COMMUNICATION WITH THE SCHOOL BOARD

Board members had voted for masks to be optional to start the current school year. On August 7th, Beamon instituted a no visitor procedure and mask mandate with parental opt out (with a letter) for 30 days beginning August 10th. The board did not approve this. On October 9th, she extended the no visitor procedure and mask mandate with opt out for students without regard to decline in covid cases (54). The board did not approve this extension and there was no discussion.

The board requested the Chair and Superintendent to bring a recommendation to the board regarding recording work sessions in addition to board meetings. This had been requested by the public for those who cannot attend at 1pm or 2pm in the afternoon. Instead of bringing it to a public meeting for the board to discuss, Ms. Beamon has been calling the board members individually to avoid public discussion, in violation of Sunshine laws.

No Superintendent Report at Board Meeting on October 26, 2021

On October 26, 2021, Chairman Almond asked the Superintendent if she had a Superintendent's report. Superintendent Beamon unacceptably stated she had NO report.

By comparison, the Superintendent's report during Walt Griffins' first year as Superintendent was as follows:

XI. Superintendent's Report

- A. Student Participation in Constitution Day and Celebrate Freedom Week
- B. STEM Update
- C. School Advisory Council New Member Training
- D. School Recognition Program A+ Process Review
- E. Seminole County Virtual School Update
- F. Hispanic Heritage Month 2012
- G. Excellence and Equity Report
- H. Rezoning Update
- I. Staffing Update

N. HIRING OF NEW SCHOOL BOARD ATTORNEY WITH MINIMUM QUALIFICATIONS AT MID-PAY RANGE

Karlene Cole-Palmer was hired to become the Executive Director of Legal Services. With no experience at all in the field of education, she has been given a salary in the middle of pay range rather than lower in the range, matching her educational inexperience. This is a 45% increase for her from her previous position at Embrace Families. Her contract was approved on June 22, 2021. Agenda item VI G. She supervises two paralegals and two attorneys.

O. SUPERINTENDENT EVALUATION

For a new, inexperienced superintendent with no managerial or executive or educational leadership to receive almost all 4's from Almond and Kraus, suggests their expectations were extremely low. See Exhibit **O1, P. 153** (Evaluation).

As of this date, there has been no confirmation that Ms. Beamon has completed any superintendent or educational leadership classes.

P. HARM TO THE DISTRICT'S PREMIER REPUTATION

The SCPS website proudly describes its position as a leading school district that enjoys a stellar reputation:

"As a School Board, we are extremely proud that Seminole County Public Schools (SCPS) remains a leader in education, throughout the state and Central Florida, and is an economic driver for both our county and region. With more than 67,000 students and 10,000 employees, we rank as the 12th largest school district in Florida and the 60th nationally. We're ecstatic about the progress we've made overall as a district and look

forward to the new heights we'll reach in the years to come. SCPS has been rated by the Florida Department of Education (FDOE) as an "A"-rated district from 1999 through 2015 and is considered by many to be a Premier National School District. This wouldn't be possible without the strong community involvement, collaboration, and support we receive throughout the region and within the county for which we serve. Our goal as your School Board is to provide the best education possible for all of our students and to ensure that they graduate future-ready and prepared for success!"

This reputation and high standing have been led by exemplary educational professionals who had earned distinguished awards in their careers. They knew teaching. They knew school administration. They knew budget and personnel issues. They knew pedagogy.

The last risk factor in the audit that was completed recently on SCPS deals with “risk of harming the district’s reputation.” Hiring a qualified superintendent but then unhiring him to place an attorney in that position — apparently for reasons unrelated to merit, ability, or qualifications — is the epitome of harming the district’s reputation.

In an article in the Orlando Sentinel on January 20, 2021, “Calderone questioned whether Seminole’s search for Griffin’s replacement had attracted “every quality candidate in the nation,” and board member Amy Pennock also raised that issue. Articles on March 2 and March 18, 2021 highlighted the controversy in which Seminole County later found itself entangled. See Exhibit **P1, P. 155** (Seminole School Board Reverses Course) and Exhibit **P2, P. 158** (Botched Superintendent Search Leaves a Stain on Seminole’s Outstanding School System/Editorial).

Jeff Siskind, former president of the Seminole teachers’ union, suggested the board re-advertise for a new superintendent, noting all the candidates were from Florida, with largely similar experiences and education. He reminded the board that in 1992, board members did a national search and ended up hiring Paul Hagerty from Springfield, Missouri. “They thought other perspectives might be useful,” Siskind said in written comments read aloud at the meeting.”

The citizens of Seminole County, including parents, teachers and employees, have lost confidence in Serita Beamon as a qualified superintendent. Additional desired outcomes are twofold:

1. Investigation by State Ethics Commission
2. Prosecution by SA of Sunshine law/conduit violations of Walt Griffin

Q. REMOVAL OF SUPERINTENDENT BEAMON FOR CAUSE

SCPS board members can cure the wrong they have inflicted on Seminole County by voting to terminate Beamon for cause (Exhibit **Q1, P. 161**) and hiring a consulting firm or the Florida School Boards Association to conduct an independent national search for a superintendent of the caliber of Dr. Hagerty and Dr. Vogel.

Serita Beamon misrepresented qualifications on her application, a violation of Rule 6A-10.081, Florida Administrative Code, Principles of Professional Conduct for the Education Profession in Florida. See Exhibit **Q2, P. 161** (Principles of Professional Conduct). She stated “I am a focused

education professional with 16 years of relevant experience working with the school board superintendent and district staff of Seminole County Public Schools and have been recognized as a knowledgeable leader with excellent communication and critical thinking skills who provides decisive guidance regarding all aspects of the district's operational functions." Ms. Beamon is not an education professional; she is an attorney representing SCPS. Her 16 years of "relevant" experience is not relevant. It encompassed no executive administrative/managerial experience as an educator. She was an attorney in charge of five employees.

Ms. Beamon states a fraudulent fact material to her qualifications on her application. Florida Rule 4-7.14 POTENTIALLY MISLEADING ADVERTISEMENTS states: A lawyer may not engage in potentially misleading advertising. Potentially misleading advertisements include but are not limited to: (1) advertisements that are subject to varying reasonable interpretations, one or more of which would be materially misleading when considered in the relevant context; (2) advertisements that are literally accurate, but could reasonably mislead a prospective client regarding a material fact.

Miss Beamon makes the following misleading statement on her application under the section titled "Education and Certification/Licensure - Florida Bar Board Certified Specialist - Education Law - One of 52 attorneys recognized by the Florida Bar as an expert in Education Law."

The Florida Bar did not recognize her as an expert in Education law. They did recognize that Ms. Beamon is Board Certified in Education Law. By claiming the Florida Bar recognized her as an expert it appears to misrepresent the plain language from the Bar. While her application may be literally accurate as it relates to being board certified, claiming the Bar recognizes her as an expert could reasonably mislead the School Board and those on the search committee. The way it is written appears to use the Florida Bar as an endorsement.

While Ms. Beamon was an attorney for SCPS, she advocated for the district's interests against parents who were fighting for their ESE (Exceptional Student Education) students. See Exhibit **Q2, P. 161** (Principles of Professional Conduct). One parent's statement is attached in Exhibit **Q3, P. 165** (Parent Speech at Board Meeting). As the parent stated "*No board should ever be hiring its own lawyer to be superintendent because the school board lawyer has conflicts of interest that can never be overcome... I find it terrifying that this board hired the lawyer who threatened me while my child was being abused in an SCPS school in order to try to silence me and prevent me from filing my legitimate complaints.*" The conduct of Ms. Beamon, while she was the SCPS attorney, goes against the educator's professional code of ethics.

Research done by Edgar County Watchdogs (Exhibit **G5**) was posted on their national website with their recommendations to the Seminole County Board Members. Below are relevant excerpts from the article:

"The requirements for the next superintendent listed two key items. Master's Degree required; earned doctorate degree from an accredited college or university is preferred. Ten years of successful administration/managerial experience required. The person now hired, Serita Beamon, does not have a Master's Degree according to her candidate application. While she does have a Juris Doctorate, that is not the same as a

Masters or Doctorate Degree. Nor does her application appear to disclose ten years of administration/managerial experience, successful or otherwise.”

“So there is no confusion, the Florida Bar does not “rate” the Board-Certified attorneys in Florida. So, for Mr. Richardson (search committee member) to claim he believes she was top 56 in the state raises the question as to why he believes something that is clearly not true. Where would he draw the opinion Ms. Beamon is recognized by the Florida Bar as one of the top leading experts? Was it from her application which appears to misrepresent the truth of the matter?”

“Beamon...was the legal counsel for the board and has said nothing to our knowledge about the violation of policy by the board she is supposed to be representing, nor has she been willing to correct false statements made by members of the search committee regarding her alleged recognition by the Florida Bar.”

Ms. Beamon does not have the required 10 years of managerial/administrative experience (staff counsel for 9 years from 2004-2015 with no management experience and school board attorney/Executive Director of Legal Services for 6 years from 2015-2021). In summary, Ms. Beamon possesses a lack of qualifications and experience - she has never managed 10,000 employees, she has no teaching or school administrative experience, no educational leadership certification or coursework toward superintendent certification.

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S. EXHIBITS

Exhibit A1 - SUPERINTENDENT JOB DESCRIPTION FROM PUBLIC RECORDS REQUEST 8/11/21

SEMINOLE COUNTY PUBLIC SCHOOLS Job Description

SUPERINTENDENT

QUALIFICATIONS

- Master's Degree required; earned doctorate degree from an accredited college or university is preferred.
- Ten years of successful administration/managerial experience required.

REPORTS TO School Board of Seminole County **SUPERVISES** All employees of Seminole County Public Schools

POSITION GOAL

To provide leadership in directing the administrative, instructional and supportive staff in planning, organizing and coordinating the activities of the school district at the direction of the School Board.

PERFORMANCE RESPONSIBILITIES

1. * Provide professional leadership in the development, maintenance and evaluation of a positive educational program designed to meet the needs of all students.
2. * Provide recommendations to the School Board regarding educational, administrative and supportive service plans, problems and needs.
3. * Coordinate efforts of the staff in establishing effective operations of all aspects of the school district.
4. * Direct the overall financial planning of the district and the preparation of the budget.
5. * Recommend to the School Board plans concerning the transportation of pupils in accordance with the laws of safety.
6. * Recommend plans and procedures necessary to provide adequate educational facilities with procedures to govern the use and care of school properties.
7. * Advise the School Board regarding the need for new and revised policies.
8. * Interpret and administer the policies approved by the Board.
9. * Utilize strategic planning in establishing and implementing a management system for the school district.
10. * Represent the School Board as liaison between the school district and the community.
11. * Maintain effective public relations to inform community of educational programs needs and objectives of the school district.
12. * Work effectively with administrators, parents, labor leaders, community/business leaders, minorities and appointed/elected officials as appropriate.
13. * Maintain district compliance with all Florida School Statutes and regulations of the State Board of Education.
14. * Maintain effective labor relations and serve as chief negotiator.
15. * Recommend to the School Board all actions relating to personnel matters.
16. * Perform other duties as assigned by the School Board pursuant to its authority under law and regulations of the State Board of Education.

**Denotes essential job function/ADA*

TERMS OF EMPLOYMENT

PAY GRADE	POSITION CODES		ADA CODES	BOARD APPROVED	
District Salary Schedule	PeopleSoft Position	TBA	Function	7200	2 Sedentary Work
Negotiated	Personnel Category	1	Survey Code	72000	3 A / T - V
M-12 D-258 H-1935	EEO-5 Line	1	Job Code	1203	4 B

Exhibit A2 - SUPERINTENDENT JOB DESCRIPTION POST DATED WITH
APPROVAL 1992

SEMINOLE COUNTY PUBLIC SCHOOLS Job Description

SUPERINTENDENT

QUALIFICATIONS

- Master's Degree required; earned doctorate degree from an accredited college or university is preferred.
- Ten years of successful administration/managerial experience required.

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5. * Recommend to the School Board plans concerning the transportation of pupils in accordance with the laws of safety.
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TERMS OF EMPLOYMENT

PAY GRADE

District Salary Schedule
Negotiated
M-12 D-258 H-1935

POSITION CODES

PeopleSoft Position
Personnel Category
EEO-5 Line

TBA
1
1

Function
Survey Code
Job Code

7200
72000
1203

ADA CODES

2 Sedentary Work
3 A / T - V
4 B

BOARD APPROVED

March 10, 1992

Exhibit A3 - ORLANDO SENTINEL ARTICLE ON ELECTED SUPERINTENDENT ROBERT HUGHES & SCPS WEBSITE MILWEE HISTORY - RAYBURN MILWEE SUPERINTENDENT 1952

<https://www.orlandosentinel.com/news/os-xpm-1987-08-16-0140110165-story.html>

LISTING OF SEMINOLE COUNTY SCHOOL OFFICIALS' SUPERINTENDENT

THE ORLANDO SENTINEL

Robert W. Hughes; 44; 107 Pineapple Court, Longwood 32750; home phone 332-7616; work phone 322-1252; bachelor's degree from Emory and Henry College, Emory, VA; master's degree in education from Rollins College. Former teacher in the Seminole County school system in 1967 and became administrator a year later. Principal at Sabal Point Elementary until 1980.

Term expires: November 1988.

Milwee History/Milwee Middle School:

Rayburn T. Milwee, Sr., joined the Lyman faculty in 1939 as a teacher. The student population then was just over 200 students in grades 1-12. Mr. Milwee became principal of Lyman School in 1949, and was elected superintendent of schools for Seminole County in 1952.

Exhibit A4 - ORLANDO SENTINEL ARTICLE

Orlando Sentinel

<https://orlandosentinel.newspapers.com/image/269310870>

The Orlando Sentinel (Orlando, Florida) · Wed, Sep 21, 2011 · Page A4

Downloaded on Oct 24, 2021

Seminole starts nationwide hunt for new schools superintendent

By DAVID WINKER
Staff Writer

SARASOTA — The Seminole County School Board on Tuesday decided to launch a nationwide search for a new superintendent to replace Bill Vogel and hopes to make its choice in April.

But from now until spring, the School Board must work hard to determine who gets the job, said Wayne Blanton, director of the Florida School Boards Association.

"What you face will be the most important decision you ever make on the board," said Blanton, who was called in to help decide how to conduct the search. Blanton congratulated the board for making good choices in the past.

Since switching from an elected to appointed superintendent 26 years ago, the district has had only two — Vogel and Paul J. Perry. Both sat in on the meeting Tuesday.

Vogel, hired in 2003, plans to retire in June. He was set to leave this past June, but the School Board asked him to stay another year to help guide it through the current state economic crisis.

The School Board will conduct its own search, rather than having Blanton's group or a private firm John Seichon, director of human resources for the district, will lead the search.

Board members debated whether to restrict applicants to those with Florida education experience but decided to make the search nationwide. They are concerned, however, about attracting candidates who want to leave Florida jobs a final step before retirement.

The board plans to establish a search committee made up of 25 education, government, business and community leaders across the state and also will consider perhaps five for the board to consider. Board members also will have public forums Nov. 11 and 13 at 6 p.m. at the school district's office in Sanford.

"Things will begin to get us to where the public brings us to look for," School Board Chairman Doc Schultner said.

dwink@orlandosentinel.com 407.883.7843

Exhibit A5 - RESUMÉS OF DR. GRIFFIN, DR. VOGEL AND DR. HAGERTY

WALT GRIFFIN

352 Lake Park Trail Oviedo, FL 32765 (407) 366-0537 waltdavidgriffin@gmail.com

VISION By strengthening relationships with the community and refining the structure and practices of the organization, Seminole County Public Schools will provide a nationally recognized 21st century ePathways experience for all students so that each graduate becomes a productive, contributing citizen.

SUMMARY OF QUALIFICATIONS With 27 years of relevant experiences, including seven years of teaching, seven years as an assistant principal, eight years as a principal, and five years of district office executive level positions, I have been recognized for outstanding communication, leadership, analytical thinking, fiscal management, and decision-making skills.

Experienced in leading successful change and restructuring schools using innovative strategies and sound instructional, organizational and fiscal models. As a principal and district-wide executive director, I successfully implemented a full school reorganization; embedded rigorous standards as the focal point of teaching and learning; replaced ineffective and outdated programs with engaging 21st Century magnet programs and programs of emphasis; reconstituted an entire school staff; and used conservative, zero-based budgeting strategies, all of which have been sustained over time.

Recognized as a trusted leader and highly effective communicator as evidenced by the genuine community, business and stakeholder relationships which have continued to grow during the last 27 years of my career. By listening, collaborating, and establishing trusting partnerships, I have maximized the opportunities for students and staff and have simultaneously built county, state and national partnerships. Skilled as a problem-solving, performance-driven leader dedicated to improving academic achievement of all students. As is documented in the school and district student performance data, there has been significant improvement in all areas for which I was responsible. These results are reflective of my commitment to engaging students, securing a high-quality staff, motivating teachers and integrating technology as a learning tool.

Committed to leadership development of students, teachers and administrators by providing business and community-based experiences. I believe our students benefit from our teachers' relevant experiences in business and industry. I believe our students deserve the opportunity to interact with top quality professionals in the workforce. By working with community agencies, I have expanded relevant work and internship experiences for students and teachers.

PROFESSIONAL EXPERIENCE

Executive Director, 2007 - Present

Executive Director Secondary Education, Seminole County Public Schools

Inspires and leads over 2000 teachers, administrators, and support staff and 20,000 students at nine high schools and three alternative sites

Demonstrates visionary leadership and problem-solving skills impacting school, district and community level decisions by participating in the Superintendent's Educational Support Team and the Seminole County Instructional Support Team

Builds relationships and fosters community partnerships as liaison to College Board (state and national level), Seminole State College, University of Central Florida, Sheriff's Department, Bio Orlando, Central Florida Hotel Lodgings Association and other organizations and businesses

Principal, 1999 – 2007

Seminole High School, Sanford, Florida

Millennium Middle School, Fine Arts and Communication Magnet, Sanford, Florida

Transformed both schools into exemplary models of high-quality education and implemented the first high school reading program.

Assistant Principal, 1989-1999

Lakeview Middle School, Sanford, Florida

Tuskawilla Middle School, Oviedo, Florida

Spearheaded the transformation of Lakeview Middle School into Millennium Middle School, a magnet school for the arts, by co-authoring the magnet assistance grant, serving as Magnet Coordinator, and implementing the vision

Teacher, 1982 - 1989

Mathematics Teacher - Tuskawilla Middle School, Oviedo, Florida

Mathematics and Psychology Teacher- Lake Highland Preparatory School, Orlando, Florida

Demonstrated commitment to students by serving as the soccer coach, student government sponsor, math department chair, SECME sponsor, Math Team coach, yearbook advisor

LEADERSHIP EXPERIENCE

Experienced in leading successful change and restructuring schools using innovative strategies and sound instructional, organizational and fiscal models.

Orchestrated the total restructuring of Millennium Middle School and transformed Seminole High School, resulting in both schools maintaining status as world class educational programs. Recognized by the State of Florida as a "Turn Around Principal" for bringing both Millennium

Middle School and Seminole High School up two full letter grades in the state accountability system.

Managed multi-million-dollar budgets, including the \$2.4 million Magnet School Assistance Program grant and high school budgets of over \$2 million. Developed a fiscal oversight committee to advise on managing the high school budget.

Spearheaded review of secondary master schedules to ensure greatest efficiency of district funds, statutory compliance, forecast personnel needs and assured equal access to high level courses for all students, including AP, IB and dual enrollment. District cost savings resulted from initiating the Seven Period Day.

Supported and implemented the School Boards vision to establish a Program of Emphasis at every high school to prepare students for 21st century post-secondary success. Refreshed Magnet programs so that students' skills remain competitive in the global economy.

Restructured school and district staff to maximize efficiency.

Trained principals across the State of Florida on how to integrate technology in their schools and offices to increase student achievement and engagement. Received national PALM certification.

Recognized as a trusted leader and highly effective communicator as is evidenced by the genuine community, business and stakeholder relationships which have continued to grow during the last 27 years of my career in education.

Worked closely with community partners to encourage parental involvement and strong business and community alliances. This included serving on many joint district and business committees including

Seminole State College, Bio Orlando, Youth Build, Sheriff's Task Force and the District Discipline Committee.

Engaged parents throughout my career, with documented success in securing a high level of parental involvement. Tripled parent involvement in PTA and SAC at both Millennium Middle School and Seminole HS.

Implemented student outreach efforts including Student Press Conferences, monthly Student Government meetings, and an annual meeting with the School Board to foster communication, generate problem solving and build student leadership.

Led faculty, parents and community to focus on the goals of increasing student achievement, decreasing achievement gaps, ensuring elementary and middle school students are high school ready and high school students are college and career ready. Organized and presented annual School Advisory Council meetings by cluster.

Implemented weekly Communicator between district office and school staff to reduce the number of emails and improve the communication process.

Skilled as a problem-solving, performance-driven leader dedicated to improving the academic achievement and talent development of all students.

Improved academic achievement at two schools in the capacity as principal, and nine high schools as executive director.

Increased the number of district high school students taking Advanced Placement Courses from 4526 in 2007 to 5869 in 2011, while at the same time improving the pass rate.

Reduced by 125% the number of students needing math remediation upon entry to Seminole State College.

Increased State academic rankings and documented growth in student participation and proficiency in reading, math, writing and science for all students.

Moved two schools up two letter grades in the state accountability system.

Designed and implemented processes and programs for the improvement of high school graduation rates.

Increased graduation rate to 93%.

Developed a target ACT intervention program for juniors and seniors not successful on FCAT.

Implemented concordant score program for non-proficient FCAT seniors. As a result, over 540 students have received a regular diploma as opposed to a certificate of completion.

Developed the High School Transition program to increase support for students characterized as potential dropouts.

Developed remote site locations for credit recovery for students dropping out.

Designed and fully implemented the Millennium Middle School Arts Magnet program, initiated pre-IB middle and high school programs, expanded the International Baccalaureate program, increased Advanced Placement and Dual Enrollment opportunities to improve opportunities for College and Career Readiness for all students. Established programs of emphasis at each high school that are tied to relevant 21st century postsecondary workforce and/or college opportunities.

Committed to leadership development of students, teachers and administrators to provide business and community-based experiences.

K-12 Teacher and Administrator Leadership

Developed a Leadership Series for K-12 current and aspiring administrators. Topics included; hiring, student achievement, communication, fiscal management, professional learning

communities, practical problem-solving, students in crisis, parent conferencing, developing a school-wide discipline and security plan, athletics and post-secondary readiness.

Transformed the focus of graduation from being a high school centered initiative to a pre-k through high school collaborative effort.

Inspired administrators to think creatively to meet the educational challenges facing students and schools.

Student Leadership

Implemented student leadership opportunities by establishing Student Council Monthly Leadership Meetings, and the Annual Student Council Board Work Session.

Provided students with a voice concerning educational challenges through regular student press conferences and countywide student government.

Community Leadership

Organized and presented with district staff at numerous K-12 School Advisory Council presentations.

Actively engaged with the Central Florida Hotel Lodging Associated, providing career pathway experiences for students.

Implemented, in cooperation with the Seminole County Chamber of Commerce, opportunities for jobs and internships for high school juniors.

Supported the School Board in providing genuine paid internships for our teachers, at STEM related industries.

SELECTED AWARDS AND RECOGNITIONS

College Board Advocacy - Seminole County Public Schools Transition Program-2012

College Board Equity and Excellence Recognition-2011

College Board Equity and Excellence Award for increased college readiness opportunities for under-represented minorities-2010, 2011

Seminole Association of School Administrators Above and Beyond Award-2010

Seminole State Pathfinder Award for increasing dual enrollment while increasing advanced placement and data alignment between Seminole State College and Seminole County Public Schools, 2009

Florida Department of Education Turnaround Principal-2006

Seminole County HS Principal of the Year-2006

State of Florida NASSP Middle School Principal of the Year-2002

Honorary Lifetime PTA Membership-2001

Florida DOE Master Technology Trainer-2001

Graduate Leadership Seminole-1999

Seminole County Secondary Assistant Principal of the Year-1996

Walt Disney World Teacherrific Recipient-1992

Tuskawilla Middle School Teacher of the Year-1987

Honorary Lifetime PTA membership-1987

SELECTED PRESENTATIONS

ePathways – System reset for the 21st Century Learner

Leadership Training for Current and Perspective Administrators and Student Leaders

Focused on the Future – Developing a system to prepare students for post-secondary success and promote economic development

College Board Advanced Placement/Dual Enrollment - How to expand both programs simultaneously

High School Accountability – Educated parents, community and statewide school board members on the changes to High School Accountability

Developing A Discipline Plan for Middle and High Schools

The Role of The High School Reading Coach – Using data to drive program and placement decisions

Implementing Mobile Computer Devices in The Classroom – Certified PALM trainer for FLDOE

Creating A Magnet Program in The Middle School - Working with other districts to develop a sustainable program

Developing A Conflict Resolution Program – Teaching students to resolve conflicts peacefully

The Nuts and Bolts of Building a Master Schedule

Cooperative Learning and Simulations

Parent Conferencing (Creating A Win/Win for All) – Teaching teachers how to run effective parent conferences

The Collaborative Decision-Making Process – Teacher unions and administrators finding common ground

Integrating Technology to Support a Curriculum Plan

Principals Creating a Working School Wide Technology Plan in Their Schools

EDUCATION AND CERTIFICATION

August 2013 University of Central Florida Orlando, FL

(Anticipated) Ed.D. in Educational Leadership

Dec. 1996 University of Florida Gainesville, FL

Ed.S. Educational Leadership

Dec. 1984 University of Central Florida Orlando, FL

Master of Administration and Supervision

Dec. 1981 University of Central Florida Orlando, FL

Bachelor of Psychology

REFERENCES

Attached

WHAT PEOPLE SAY ABOUT WALT GRIFFIN

What colleagues and the community are saying about Walt Griffin:

Mr. Griffin has an impeccable record as an educational leader who creates positive change to improve the conditions for learning and student learning outcomes. A person who can begin day one with effective decision- making, initiation of effective and efficient policies and has demonstrated the ability to collaborate with the extended education community.

Dr. Rosemarye Taylor, Professor, University of Central Florida

I have absolute confidence in Walt's abilities to promote cooperation, provide visionary leadership, inspire trust, lead high achievement, recognize cultural diversity, develop

relationships with our business community, maximize financial and human resources, and be the visible leader and role model for SCPS.

Demitri Nikitin, PhD, Parent of two former Seminole County students and President and CEO, BlueChip Energy, LLC

Though we have had some challenges over the years, it has been through Walt's leadership and ability to take those challenges and work through them in a way that has been beneficial for both the Jefferson Awards and the Seminole County Public Schools.

Michele Fidance National Director for the Jefferson Awards for Public Service, Regional Program Director for the Students in Action

[Walt Griffin] is known throughout Central Florida and among educational leaders across the state as an innovative leader and incredibly hard worker with the ability to positively transform educational practices. Recently, the Superintendent of one of our largest Florida school districts noted to me that there are few leaders he has ever met with the ability to inspire educators and students as Walt Griffin can. No educator that I have worked with in twenty years has touched so many students lives, influenced so many adults, and helped facilitate the change process and culture across a district more than Walt Griffin.

Kevin G. Smith

Deputy Director, Just Read, Florida! Office, Florida Department of Education

Mr. Griffin has distinguished himself by having a litmus test for decision-Making: what will serve the students of Seminole County schools best?

Barry W. Gainer, Former School Board Member, Seminole County Public Schools

Walt Griffin has made Millennium a success because he is committed to helping all of his students, whether they're struggling kids who need help with reading or top achievers looking to learn foreign languages. These qualities coupled with a keen sense of humor and a tireless work ethic, have firmly established him as one of the most innovative, caring and accountable administrators one could hope to find at any level of school.

What students are saying about Walt Griffin:

It is my hope that any committee tasked with finding a new superintendent discovers what many hundreds of families in Seminole County know and that is that Mr. Walt Griffin is one of this nation's finest educators and it would be a loss to our county public education system if he was not made Superintendent. As a former student of both MMS and SHS I can attest that Walt Griffin is admired by teachers, students, parents and community leaders for his steadfast dedication to improving our schools. He is responsible for the transformation of two under-performing schools into two of this county's highest. He led the effort to find funding for these projects using grants and drastically increased the testing performance of both schools. Mr. Griffin also as principal was fiercely dedicated to his students, he made attempts to learn most

students' names and always had an open-door policy. Not known to many is that Mr. Griffin also a mentor to many students, Mr. Griffin would personally buy shoes for students who couldn't afford them, or meet with students when they had family emergencies to make sure they were alright. If there is any reason it seems as though Mr. Griffin is the presumed frontrunner for superintendent, that's because he should be. His dedication to ensuring every child achieves their potential and Seminole County Public Schools remain among the best, is unmatched.

Orlando Sentinel Blog Post

Posted by: Seminole County Public Schools Alumni | Friday, September 16, 2011 at 9:15 PM

If a few years ago, your child was fortunate to have him as a teacher, your child had the best. As a principal, he was respected and loved by staff and students. You will have a HUGE support group for Mr. Griffin! This school board can go all over the nation and realize you have it in your own backyard!

Orlando Sentinel Blog Post

Posted by: fedup | Friday, September 16, 2011 at 10:24 AM

I strongly agree Mr. Griffin would be an excellent choice. As a student at Seminole High from 2002-2006, I was privileged to know Mr. Griffin as principal. He was enthusiastic, warm and unfailingly kind. In the subsequent years, as we've remained friends, nothing has changed in this regard. I would highly recommend and support his selection as the new Superintendent for Seminole County Public Schools.

Orlando Sentinel Blog Post

Posted by: Justin York | Saturday, September 17, 2011 at 1:02 PM

What parents are saying about Walt Griffin:

I am confident that he is the best choice and that a search will show that. With budgets being cut, and funding short, I don't think it's necessary to spend money on a nationwide search when Mr. Griffin has proven his ability as a leader and motivator.

Orlando Sentinel Blog Post

Posted by: Seminole county parent | Friday, September 16, 2011 at 6:29 PM

Mr. Griffin is a man of integrity, someone who is passionate about education, and the belief that EVERY child can be successful. His support of students is unprecedented and always went above and beyond what most administrators do for their students. He is fair to all students, no matter who they are or who they know. There are many amazing things that the general public doesn't know about him because he doesn't publicize his good deeds. He is a man of character, and, you're right, he SHOULD be the frontrunner for Superintendent. He has proven his worth in our county schools, and he DESERVES to lead our schools!!!

Orlando Sentinel Blog Post

Posted by: Seminole County Parent | Friday, September 16, 2011 at 9:42 PM

Both of my sons attended Seminole HS when Mr. Griffin was principal. I'll never forget the immediate transformation of the campus from dirty to spotless, from scary to safe from cold to caring. He created an academic and athletic powerhouse in a very short time because he knows how to handle parents, teachers, students and the community. He fired several employees in a short time and was lauded by the teachers by being presented a "velvet sledgehammer" for doing what should have been done long before he arrived. His conservative approach had him eliminate dated problems, overstaffed departments and bring modern, relevant opportunities to the students. He increased opportunities and decreased spending. He openly shared the budget with the community, SAC and PTA and sought help. I remember to this day his graduation speech that twice brought 7000 people to their feet. He spoke from the heart and was brutally honest about our obligation to the graduates and to future students. I don't know how a new superintendent is selected but I hope that money is not spent looking for Mr. Griffin.

Orlando Sentinel Blog Post

Posted by: Taxpayer | Saturday, September 17, 2011 at 11:52 AM

Dr. Willam H. (Bill) Vogel

4200 North A1A, Unit 815B NORTH HUTCHINSON ISLAND, FORT PIERCE, FLORIDA
34949

HOME 772/466-5300 ■ CELL 772/5180385 - WORK 772/468-5021

Professional Preparation

Doctor of Education Florida Atlantic University 1990

Specialist in Education Florida Atlantic University 1981

Masters of Arts in Teaching Rollins College 1971

Bachelor of Arts-History Rollins College 1968

Professional Experience

1997 to Present

Superintendent of Schools, St. Lucie County School District, Fort Pierce, Florida

As the CEO of the largest organization in the county, Dr. Vogel leads this culturally and economically diverse school district by building the necessary capacity (the clarity of purpose,

leadership commitment, infrastructure for taking action, resource allocation and assessment mechanisms) to: focus on the core business of schools, look to the future, maintain direction, and think and plan strategically. With the district's visionary School Board, Dr. Vogel has built a dynamic and competent leadership team that focuses on those things that educators can control and reframes issues and problems to seek new kinds of solutions that will enable students and staff to achieve desired results.

District Demographics

Employees:

> 3500: 66% white, 30% African American, 4% Hispanic and other

Students:

> 31,000: 61% white, 30% African American, 12.5% Hispanic and other

> 42 languages, representing 27 countries

> 53.73% free and reduced lunch K-12

> 72.6% free and reduced lunch K-5

Annual Budget:

> \$254,000,000.00

St. Lucie County ranks 35th in the state, or \$21,993.00 in per capita income.

Significant Accomplishments

- Initiated a strategic planning process and format that has enabled the district to be clear about their core business, vision, mission, beliefs and goals. This process and ensuing documents have received OPPAGA endorsement.
- Worked hand in hand with community leaders to attain Unitary Status.
- Created K-12 school clusters with acting principals serving as cluster leaders. This alignment has resulted in collaborations between school administrators, teachers and students, increased staff training and a collegial commitment to help one another to accomplish desired results
- Established an Engineering Academy that is actively supported and often led by more than 25 Treasure Coast engineers. This state recognized program serves more than 150 students in grades 8-12.
- Created a partnership with Harbor Branch Oceanographic Institute to enable students to work side by side with world-renowned scientists. This partnership was recognized as one of the Nation's top 6 alliances.

- Created a partnership with the Smithsonian Institute Marine Station and Indian River Community College that enables students to attend classes at the Marine Station, taught by scientists and teachers, and resulting in dual enrollment credit.
- Created a school in a workplace program with Aegis Communications (A Bell South Marketing Company) that returns dropout students to school. This program has received statewide recognition.
- Increased the enrollment in the International Baccalaureate program from 190 to 298 or 57%, and increased the number of students scoring 4 or more by 41%. The number of IB diplomas has increased by 61%.
- Increased PSAT participation by 409% by requiring all tenth graders to take this examination.
- Increased ACT participation by 58%.
- Increased dual-enrollment participation by 141%.
- Increased FCAT scaled scores for the grade levels that were tested from 1999 to 2002 as follows: reading - (grades 4, 8 and 10) - 6 points, math - (grades 5, 8 and 10) - 13 points, and writing mean scores in 2002: grade four - 3.4; grade eight - 3.8 and grade ten - 3.9. Grades 3,6,7, and 9 scaled scores from 2001 to 2002 for reading remained the same and grades 3,4,6, 7 and 9 for math increased 36 points.
- Increased the graduation rate to 77% (The State average is 67.8%).
- Decreased the Drop-out rate to 1.3% (The State average is 3.2%)
- Increased the number of high school tech prep academies by 28%.
- Implemented a district-wide balanced reading initiative supported by a 1.6 million dollar Reading First competitive grant.
- Increased the number of 5 Star Schools by 110%. A total of 21 schools received this honor this year.
- Increased the Golden or Silver Volunteer Schools to 100%.
- Increased volunteer hours throughout the district by 8%.
- Contracted with Excel Alternative to operate a 6th-12th grade alternative school that provides hope and promise to 150 students who have been unsuccessful in traditional school settings
- Decreased student expulsions by 76%.

- Increased Advanced Placement enrollment from 13 classes to 22 classes, and enrollment from 287 to 480.
- Established partnership with Florida on Line High School so students can earn course credits online.
- Created an internship program at the USDA Agricultural Research Center that has resulted in students working at the Center and learning firsthand about government directed agricultural research.
- Committed to finding the resources so students can further their education, St. Lucie seniors have earned \$11,000,000 in scholarships and over 30 athletic scholarships last year.
- Utilized sound business strategy and partnered with the county to build a joint-use regional football stadium that saved the school board facility dollars and provided a space for several schools and many groups to host events.
- Instituted a five-year technology plan that has resulted in each classroom having 6 internet connections and by July 2003 fiber upgrades will enable significantly higher speed access to the district's 8740 computers. A federal grant will fund 70% of the cost. St. Lucie West Middle — honored as one of the top 100 wired schools in the Nation.
- Committed to the National Board program and ensure that appropriate resources are available to assist teachers in the process. St. Lucie is proud of their 52 National Board-Certified Teachers.
- Established the Seniors-on-line program. This collaboration pairs 250 senior citizens with elementary, middle and high school students and is a heart-warming example of the youth leading the elderly to learn computer skills.
- Created a community/school district agreement that enables community groups to use district facilities at minimal or no cost.
- Led the construction program of \$150 million dollars that included the building or rebuilding of eight schools. All projects were completed on time, under budget, beyond expectation, and without litigation.
- Received more than \$6.8 million dollars in School Infrastructure Thrift (SIT) Awards because of cost efficiencies with construction projects.
- Completed the Chief Executive Officer Leadership Development Program achieving the highest rating level.
- Selected as an inaugural member of the Bell South Superintendents Network composed of 29 Superintendents from the Southeastern part of the United States.

- Testified before the Senate Select Committee on Education regarding the impact of the Governor's budget on school district operations.
- Represented Superintendents at the FCAT Passing Score Committee Meeting.
- Chaired a committee that worked with Governor Bush on teacher recruitment issues.

1984-1996

Assistant Superintendent for Personnel, Professional Development and Administrative Services, Osceola County School District, Kissimmee, Florida

Served on the Cabinet for two different Superintendents, and led the human resource functions of a rapidly growing and diverse district of 26,000 students and 3200 employees (1990-). Responsibilities included the recruitment, selection, induction, training and recognition of all staff, instructional and professional support. Responsible for the work of the following departments:

Professional Development, Community Relations, Student Services, Transportation, Strategic Planning, Management Information Systems and Facilities. Served as the School Board's Chief Negotiator.

Significant Accomplishments

- Negotiated and oversaw to completion the district's most significant public/private sector business alliance between The Disney Development Company, Stetson University and the Osceola School District. This alliance resulted in a contribution to the district of more than 18 million dollars in land and capital, 5 million dollars in enhancement operating funds and 1550 training days per year for 10 years for Osceola County teachers.
- Appointed by the Deputy Commissioner of Education to serve on a state committee to evaluate the classification system used by school districts for reporting and classifying personnel. This committee's input resulted in legislation that clarified personnel classifications so comparisons between districts would be consistent.
- Organized and carried out United Way campaigns that increased contributions by 400%.

Served as an advisor to a study entitled "K-12 Education and Educational Technology" which was prepared for the U.S. Air Force (May 1996). The work with this select group of technology gurus vastly expanded my knowledge of technology, positively influenced the technology plan for the district and informed the educational field.

Championed the collaboration between the Osceola School District and the Chamber of Commerce to jointly fund and undertake a Strategic Planning process. This initiative helped set the vision and formulate a proactive, goal setting stance that valued input by all stakeholders. Envisioned, planned and implemented the most comprehensive educational event in the history

of public education in that county. Working with the city's Chambers of Commerce, this sell-out event for 1200 attendees, recognized teachers and professional support employees and met our goal to recognize success, unite business and education, and showcase students.

Initiated the District's first Employee Assistance Program that provided confidential individual and family assistance at no charge for all stakeholders. This service continually received positive feedback.

Led the change process between the School Board and the Teachers Association as they moved from adversaries to stakeholders who work harmoniously to settle contract language expeditiously.

Served as a contributing author to School Law for the Florida Educator written by Dr. Ken Murray. This text is used in colleges throughout Florida.

Envisioned the Osceola School District as a district fully accredited by the Southern Association of Schools. Shared thoughts with the Superintendent and championed the process. This commitment to the SACS process resulted in all schools receiving accreditation, an accomplishment that continues today.

Served on state management study teams and made organizational recommendations to improve effectiveness in twelve Florida school districts.

Served on state school plant survey teams and made recommendations to two Florida school districts.

1993-1996

Adjunct Professor, University of Central Florida, Orlando, Florida

Served as an adjunct professor for the Personnel and Labor Relations course offered by the School of Education. Responsible for creating a learning environment that facilitated optimum growth for Doctoral level students in the areas of collective bargaining, collaborative decision making and labor relations.

1979-1984

Deputy Superintendent for Instruction, Osceola County District Schools, Kissimmee, Florida

Served as the instructional leader for all educational programs, early childhood through adult education classes. Worked with educators to develop the district's first K-12 curriculum alignment for all subject areas. I was also responsible for the following departments: Student Services, Exceptional Student Education, Chapter I and Migrant Programs, Elementary, Middle and High School Programs, ESOL and Intensive English, Instructional Media and Technology, Vocational and Community Education and Dropout Prevention/Alternative Programs.

1974-1979

Director of Student Services

Consolidated the pupil personnel services functions of guidance, parent complaint/resolution services, counseling, testing, attendance/social work, occupational exploration, and psychological services into one efficient department.

1972-1974

Assistant Principal, Beaumont Middle School, Kissimmee, Florida

Responsible for curriculum and instructional strategies, teacher observation and evaluation, community relations, student discipline, and served as principal in his absence.

1971-1972

Curriculum Assistant, Beaumont Middle School, Kissimmee, Florida

Responsible for leading the curricular transition from a junior high school to a middle school that was so positive that it continues today.

1968-1971

Geography Teacher, Osceola Junior High School, Kissimmee, Florida

1967-1968

Substitute Social Studies Teacher, Edgewater High School, Orlando, Florida

Major presentations

2002 Florida Public Charter School Conference, Orlando, Florida, 'Building Relationships'

2002 County Agriculture Extension Planning Session, Ft. Pierce, Florida, Facilitated the planning process

2002 Florida School Board Association FAU Meeting, "The Challenge of the School Board Chairmanship"

2001 National School Board Association, San Diego, California, "School Choice"

2001 Florida School Board Association, Tallahassee, Florida, New Board Member Training

2000 International Association of County and City Managers, Cincinnati, Ohio, "Intergovernmental Alliances"

1999 Public Schools Choice Conference, Bradenton, Florida, 'Parental Choice'

1999 Florida School Board Association Fall Meeting, "The Challenge of the School Board Chairmanship"

1999 7th Annual Attendance Symposium, St. Petersburg, Florida, 'Improving Attendance'

1997 Monroe County School Board, Key West, Florida, "Moving Toward Collaborative Bargaining^"

1996 Stephen F. Covey International Symposium, Salt Lake City, Utah, "Disney's New Public School and Teaching Academy, and the Covey Leadership Center"

1996 Florida Educational Negotiators, "School Based Budgeting"

1995 Florida Educational Negotiators, "The Union Representation Election Process - Who Will Represent Your Employees?"

1994 Florida Association of Personnel Administrators, "Celebration School and Teaching Academy"

1994 Florida Association of Personnel Administrators, 'Implementing Continuous Employment for Non-Instructional Personnel'

1994 Florida Commissioner of Education Executive Steering Committee, "Teachers Training Teachers"

1993 Florida School Board Association, Resolution or Impasse"

1993 Florida Educational Standards Commission, "Teachers Training Teachers"

1992 Florida Educational Negotiators Training Conference, "Bargaining Basics"

1991 Florida Risk Management Association, "The Role of the Risk Manager^"

1989 Florida Educational Negotiators Training Conference, "Early Retirement Programs that Work"

Specialized Training

Chief Executive Officer Leadership Development Program -completed 2001 Master Board of Distinction Training

Marilyn Burns Math Solutions Training for Administrators

Specialized training in media relations by BellSouth Communications

Technology Training, "Power to Lead" by Bell South

Bell South Superintendents Network Training activities

Center for Leadership in School Reform Leadership Training

Renaissance Superintendents Forum

Covey Seven Habits of Highly Effective People

"Community Vision" Trained Facilitator

Kissimmee/Osceola Chamber of Commerce - Inaugural Class — "Leadership Osceola"

Total Quality Management — Crosby and Associates

Florida Association of School Superintendents -(FADSS) - Leadership Training for School Executives

ACE Training - Affecting Change in Education

Communicator Involvement

Board of Directors of:

United Way of St. Lucie County

St. Lucie County Chamber of Commerce

Economic Development Council

Workforce Development

St. Lucie County Education Foundation

St. Lucie County Readiness Coalition, past chairman

St. Lucie County Children's Services Council

Executive Round Table, regional representative

Rotary Club of St. Lucie County - Paul Harris Fellow

NAACP

Florida Atlantic University College of Education Advisory Council

Bowl for Kids' Sake Honorary Chairman

Professional Organizations

American Association of School Administrators

Florida Association of District School Superintendents Board of Directors

Phi Delta Kappa National Educational Fraternity

BellSouth Leadership Network

Urban Superintendents of America Association

Renaissance Superintendents Forum

AWARDS

2002 Florida Association of School Administrator's Lamp of Knowledge Award

2001 Florida Superintendent of the Year

2001 Medallion of Excellence Award from Senator Ken Pruitt

1999 Conservation Alliance Award for dedication to conservation and the environment

1981 Outstanding Young Educator by the Jaycees.

PAUL J. HAGERTY

Home Address: Route #9, Box 506-D Springfield, MO 65802

Business Address: 40 N. Jefferson Springfield Public Schools Springfield, MO 65809

(417) 831-4659 (417) 864-3841

EMPLOYMENT HISTORY

Full-Time Experience Superintendent 1981-present

Superintendent of Schools, Springfield, Missouri - a community of about 150,000 people with five high schools, eight junior high schools, 40 elementary schools, and one area vocational-technical school serving about 3,500 students.

Superintendent 1977-1981

Superintendent of Schools, Bibb County Public Schools, Macon, Georgia - a community of about 140,000 people with six high schools, six junior high schools, 37 elementary schools, and an area vocational-technical school serving about 26,000 students (53% Black - 47% White).

Various positions with the Milwaukee 1968-1977 Public Schools 1965-1967 1961-1964

Milwaukee, Wisconsin - a community of about 700,000 with 16 high schools, 20 junior high schools, and 125 elementary schools serving between 110,000 and 133,000 students.

Was:

—Coordinator of state-funded desegregation

-inter-district student transfer program

—Acting Executive Director of the Department of Elementary and Secondary Education

—Curriculum Specialist - Mathematics

—Mathematics teacher

Systems Engineer - International Business 1967-1968 Machines Corporation (IBM)

Guidance Counselor - Department of Defense, 1964-1965 Tokyo, Japan

Related Part-Time Experiences

School Board Member - Germantown, Wisconsin, 1968-71, 1974-77 (Elected to office in community of residence.)

Associate Project Director, Marquette University, 1975-76 (Conducted graduate university course for teachers in curriculum implementation.)

Project Coordinator, University of Wisconsin, 1975-1976 (Conducted graduate university courses in teacher in- service.)

Guest Lecturer, Marquette University, 1967-68 (Taught undergraduate calculus courses.)

EDUCATIONAL BACKGROUND

Doctor of Philosophy (Ph.D.) Florida State University, 1974 Educational Administration

Master of Science (M.S.) Marquette University, 1967 Mathematics

Master of Education (M.Ed.) Marquette University, 1963 Education-Guidance and Counseling

Bachelor of Science (B.S.) Marquette University, 1961 Mathematics and Education

Other Graduate Level Work Vanderbilt University, Advanced Study Program for Superintendents, 1983-1990; Mercer University, 1981; University of Colorado, 1974; Michigan State University, 1971; University of San Francisco, 1970; Marquette University, 1969;

University of Wisconsin-Whitewater, 1969; University of Maryland, 1964; University of Wisconsin-Milwaukee, 1963.

SPECIAL HONORS AND AWARDS

Superintendent of the Year: Selected as Missouri's Superintendent of the Year as State's nominee for AASA's National Superintendent of the Year, 1990.

"The Executive Educator" magazine. Selected as one of the country's top 100 school administrators. One of only three superintendents in the country selected for this honor, each of the three times it was done on a national basis (1984, 1987, 1990). Also featured in a profile article in the May, 1986 issue.

Executive Facilitator: Chosen by the Center for Creative Leadership in Greensboro, North Carolina, under contract to the State of Florida, to be trained and to serve as mentor for one of Florida's 48 elected superintendents, 1989-1991.

Selected by Missouri Association of Educational Office Personnel as its candidate for NAEOP Educational Administrator of the Year (1989).

Selected by the Kennedy Center for the Arts as one of eight superintendents in the country to be honored for outstanding contributions to arts education (1989).

Consortium for Educational Excellence: Selected as one of thirty superintendents across the country to respond officially to "A Nation at Risk." The consortium was under the auspices of Vanderbilt University and funded through Secretary Terrel Bell's office as one of his discretionary programs (1983).

Danforth Fellow: Selected one of ten superintendents in the country to lead a ten-person team for his school district in a year-long professional growth seminar with the support and coordination of the Danforth Foundation.

Advanced Study Program - Vanderbilt University: Selected as one of about twenty superintendents to participate in an ongoing study of current educational issues under the direction of Dean Willis Hawley and Dr. Linton Deck (1982-1989).

Family of the Year Award: The Paul J. Hagerty family was selected by the Macon Service League as Family of the Year for 1979. Through this honor, the Hagerty family went on to be selected as Family of the Year for Georgia's Sixth District and was honored at the state level.

National Science Foundation (NSF) - Competitive Grants and Awards:

Served as Associate Director and Instructor at Marquette University for a project funded to train high school teachers in implementing new curriculum materials (1975-76)

Served as Project Coordinator for the University of Wisconsin-Madison for a project funded to train high school teachers in implementing new curriculum materials (1975-76)

Selected to direct the activities and training for supervisory interns as part of their doctoral program at the University of Wisconsin (1970-74)

Selected competitively as participant in the following NSF funded projects:

Resource Personnel Workshop on the Computer as an Instructional Tool and Modeling Device (University of Colorado, 1974)

Academic Year Institute (Florida State University, 1972-73)

Workshop to Train Inservice Leaders for Elementary Mathematics Programs (Michigan State University, 1971)

Axiomatic Approach to High School Geometry (University of San Francisco, 1970)

Sequential Summer Institute (Marquette University, 1964-68)

COMMUNITY AND CIVIC SERVICE

Springfield United Way - Member, Board of Directors. 1982-1984; Division Chairman, 1983; Chairman of Board, 1988

Springfield Chamber of Commerce - Board Member, 1989-present

Springfield Rotary Club - Member, 1981-present

Safety Council of Springfield - Member of Board of Directors, 1982-Present, President of Board, 1991-92

KOZK - Public television station - Member of Board of Directors, 1986-90

Leadership Springfield - Member, Board of Directors, 1985-present

Community Foundation of Springfield - Advisory Board Member, 1988-present

Springfield Public Schools Foundation - Board Member, 1990-present

Springfield Boys Club - Member, Board of Directors, 1981-87

Junior Achievement of Middle America, Inc. - Member, Board of Directors, 1981-present

PTA - Honorary Life Member in National PTA, Missouri PTA, and Georgia PTA

Macon Chamber of Commerce - Member, Board of Directors, 1977-81

Macon-Bibb County Board of Health - Member, Board, 1977-81

Macon United Way - Member, Board of Trustees, 1979-81; Division Chairman, 1981

Museum of Arts and Sciences - Member of Board of Trustees -1977-81

Central Georgia Council, Boy Scouts of America - Vice-President, 1979-80

Macon-Bibb County Beautification-Clean Community Commission Member, Board of Directors -1977-81

REFERENCES A current set of credentials is enclosed. It contains all letters originally in my placement file at Florida State University plus letters written by Springfield Board members over the years as they leave the Board.

In addition, a list of Springfield's community leaders is available for current up-to-date opinion of my performance.

PAUL J. HAGEKTY

Selected Accomplishments

1968-1981

MACON, GA 1977-81

Desegregation:

Community Support:

Magnet School

•1st Day of School:

Fiscal Management:

Communications:

Negotiated a desegregation plan ending sixteen years of litigation. Re-established community support for the public schools after years of neglect and lack of confidence; established an Adopt-A-School program through Chamber of Commerce.

Established Georgia's first elementary magnet school.

Eliminated an abbreviated school day for first grade students.

Established the practice of obtaining smooth approval of budget by County

Commissioners contrary to previous history of stormy and lengthy confrontations.

Established various communication instruments (Board Briefs, Staff Bulletin, Quarterly Newsletter to parents and community).

MILWAUKEE, WI 1968-77

Inter-District

Desegregation:

Magnet Program:

Collective Bargaining;

Executive Director

Negotiated and coordinated desegregation student exchange programs between Milwaukee and its 17 suburbs.

Developed Milwaukee's first high school career specialty program as part of an intra-district desegregation effort.

Served as a member of the School Board's negotiating team; survived three strikes in five years, the longest being seventeen school days.

Directed and supervised activities and responsibilities of central office departmental staff of 128 people.

GERMANTOWN, WI 1968-71, 1974-77

Elected School Board Member

Served as school district treasurer for one year.

Served as school district clerk for three years.

Served as chairperson of the district policy committee for two years.

Served as a member of the district's negotiating committee for four years.

Participated in the search and selection of a new superintendent.

EXHIBIT A6 - SUPERINTENDENT SEARCH ARTICLE



Carroll McKenney Foundation for Public Media, Inc.

A Tax Exempt 501(c)(3) Publicly Supported Charity. The Seminole County School Board has initiated a search for a new superintendent to replace retiring superintendent Dr. Bill Vogel. In this feature we will discuss the selection process with the search coordinator, SCPS Human Resources Director John Reichert. You will also hear from members of the Community Superintendent Search Advisory Committee who were chosen as community representatives to assist in evaluating the applicants. Mr. Reichert will explain how the public can offer input about the candidates for superintendent. **Length: 18:33**

(Produced, reported and edited by Desta Horner)



In 1990, Seminole County voters approved a change from an elected to an appointed superintendent for public schools. The school board has the responsibility of selecting the new chief administrator of the district. In 1992, after a national search, Dr. Paul Haggerty was chosen as the first appointed superintendent. He served for 11 years. A second extensive search selected Dr. Bill Vogel who has served for 9 years.

Under Dr. Vogel, the Seminole County School District has been rated A for the last four years, parent surveys show a satisfaction rate of 95%, Seminole County students earned the highest scores of any Central Florida district in FCAT reading and math and the graduation rate exceeds 90%. The excellence of the schools makes Seminole County a magnet for families and businesses moving to the area.

But since 2008 funding for the district has declined. Property tax revenues have shrunk with the drop in home values and state funds per pupil have been reduced dramatically. Since 2008, Seminole County Public Schools have lost \$1,039 per pupil in funding. The employees have been reduced by 700 positions including an almost 20% cut in the district

office staff. Recent figures show that the current budget shortfall could reach \$30 to 40 million. Without new revenues, additional cuts including school closings may be necessary.

These are the conditions both upside and downside that will face the new superintendent. The new leader will manage a budget of \$468 million, almost 8,000 employees and 64,000 students. The applicant will be offered a three-year contract with a salary in the \$130,000 range and additional benefits.

For the students and families of Seminole County, these challenging circumstances make the selection of the next superintendent a crucial decision with consequences that reach far into the future.

Dr. Wayne Blanton of the Florida School Board Association told the Seminole County school board as they began their search that “there is no more important decision you will make as a school board.”

The school board began the process in Sept of 2011 and will make their final decision in April of 2012.

Rather than hiring an outside consultant to manage the search, the school board selected one of the district’s most experienced administrators to coordinate the process. John Reichart is Director of Human Resources and Personnel Staffing. The board then initiated an advertising campaign to attract qualified applicants. Next, they created the Community Superintendent Search Advisory Committee made up of citizens of organizations and leaders selected by each board member to provide assistance and input. The board will make their final choice from 5 candidate finalists.

At every stage the process is open to the public who may attend meetings of the board, the advisory committee and even request to see the applications. A reception will be held with the 5 finalists so that any resident may come and meet the candidates and share their opinion.

B1 - SUPERINTENDENT ONE PAGE ADVERTISEMENT

The Seminole County Public School System, located approximately 20 miles north of Orlando, Florida, continues to be an “A”-rated and academically high performing school district as rated by the Florida Department of Education. This K-12 school district comprises 69 schools with an enrollment of approximately 67,000 students, who are supported by 9,328 employees. The district has an overall annual operating budget of approximately \$554 million dollars. A diverse student population is enrolled in a wide variety of educational programs that include district-wide and cluster magnet programs at all levels. These unique programs include but are not limited to Math, Science and Fine Arts magnets, as well as an Academy of Information Technology, Health Careers, and an International Baccalaureate program. Programs of Emphasis

include but are not limited to Institute of Finance, Bioscience Technology, Renewable Energy, Culinary Arts, Entrepreneurship, Cybersecurity, Advanced Manufacturing, Forensic Science & Law Studies, Modeling, Simulation and Analysis, and Teaching, Learning and Leadership. Seminole County SAT scores continue to be above the state average for the 42nd consecutive year. For additional information about Seminole County Public Schools, please visit our district website: www.SCPS.us

The five-member School Board of Seminole County seeks a Superintendent with a Master's degree from an accredited institution (earned doctorate preferred), and **a minimum of 10 years of executive administrative experience to include administrative experience in a district(s) with a student population of at least 25,000 or in a comparatively-sized government/business organization.** The successful candidate must be eager to lead a high-achieving district, be **familiar with the latest research on educational leadership, student achievement and school effectiveness.** and have the vision, energy, and financial background to manage a complex organization.

The position start date is projected to be no later than June 1, 2021. The Board is prepared to offer, at minimum, a three-year contract with a salary range of \$165,000 - \$195,000 plus competitive benefits. Candidates selected as finalists must be available for interviews and district tours during the month of February 2021.

Candidates must submit the following documents: 1. A resume with a signed cover letter; 2. Verification of credentials, including college transcripts, reflecting the highest degree held. (Copies of transcripts are acceptable but official versions are required prior to an offer of employment.) 3. Three letters of professional recommendation. All application materials referenced must be submitted by email to Superintendent_Search@scps.k12.fl.us no later than the application deadline of **November 13, 2020.**

For additional information related to Seminole County Public Schools or the application process, contact:

Mark Russi, Director, Employee and Governmental Relations / Personnel Services

Seminole County Public Schools 400 East Lake Mary Blvd. Sanford, FL 32773

Phone: 407.320.0317, Cell: 321.281.7239, Fax: 407.320.0284

Email: mark_russi@scps.k12.fl.us

IMPORTANT NOTICE All resumes, applications, and other materials submitted for this position are subject to the Florida Public Records Act and "Government in the Sunshine" provisions of Florida law. The name of applicants and materials submitted by each applicant cannot be held in confidence and are open to the public. Interviews of applicants who are selected as finalists by the School Board will be open to the public.

C1 - VOTING RECORD IN BOARD MINUTES 2/9/21

The School Board of Seminole County Florida Minutes

February 9, 2021 05:30 PM for Regular Meeting

Board Room 400 E. Lake Mary Blvd. Sanford, FL 32773

New Business

A. Selection of Next Superintendent

Each School Board member had an opportunity to share their thoughts on both of the Superintendent finalists. After Board member discussion the Chairman opened the floor for nominations. Vice-Chairman Pennock nominated Mr. Chad Farnsworth, seconded by Member Calderone. Member Kraus nominated Ms. Serita Beamon, seconded by Chairman Almond. Hearing both finalists nominated, the Chairman asked the Board Clerk for a roll call vote. Member Sanchez voted for Mr. Farnsworth, Member Kraus voted for Ms. Beamon, Vice-Chairman Pennock voted for Mr. Farnsworth, Member Calderone voted for Mr. Farnsworth, and Chairman Almond voted for Ms. Beamon. By a 3-2 vote Mr. Chad Farnsworth was selected as the next Superintendent of Schools.

Contract/Agreement

B. Superintendent's Recommendation: That the School Board of Seminole County authorize the School Board Chairman to negotiate an employment contract with the newly selected Superintendent. RESULT: APPROVED [UNANIMOUS] MOVER: Amy Pennock, Vice-Chairman SECONDER: Tina Calderone, Board Member AYES: Almond, Pennock, Calderone, Kraus, Sanchez

XII. Adjourn

The meeting adjourned at 6:19 p.m.

Exhibit C2 - FARNSWORTH RESUME, APPLICATION WITH ACTION PLAN

CHAD FARNSWORTH

7672 Lake Angelina Dr.
Mount Dora, FL 32757
(904)386-2534
hcfarnsworth3@gmail.com

November 1, 2020

Seminole County Public Schools
400 East Lake Mary Blvd.
Sanford, FL 32773

Dear Search Committee,

With great excitement, I am writing to convey my interest in becoming the next Seminole County Superintendent of Schools. I am an experienced educational leader having served as superintendent and as an assistant superintendent in Florida. I have dedicated my life to helping the students of our state maximize their potential. It would be my privilege to have the opportunity to lead a highly esteemed organization such as yours.

Seminole County Public Schools deserves a leader with extensive experience in leading through the complex and ever-changing educational landscape here in Florida. I believe my experience as a certified School Superintendent, Assistant Superintendent, School Administrator, and classroom teacher has prepared me to lead your school district successfully. My balanced temperament, background knowledge, and refined set of leadership skills make me a perfect fit to build off the long-standing legacy of success in Seminole County.

My leadership approach stems from a core belief that we, as educators, have the paramount responsibility to ensure that every student is guaranteed the opportunity and support necessary to meet their undefined potential. If we provide a loving and safe learning environment, they will feel a sense of freedom to set their sights with the highest expectations. We must guide them to success no matter the path they choose as they pursue their interests, charting a course for the future.

My ability to develop positive and productive relationships with stakeholders certainly pairs well with the established mission and vision of Seminole County Public Schools. There are many challenges on the horizon for all public school districts. With great care, we can transform those challenges into opportunities while setting the standard for excellence for all other districts across the state and nationwide.

Thank you for considering me for the position of Superintendent of Schools. I look forward to the opportunity to provide additional insight as to why I am the right candidate for the job.

Sincerely,



Chad Farnsworth

CHAD FARNSWORTH

7672 Lake Angelina Dr.
Mount Dora, FL 32757
(904)386-2534
hcfarnsworth3@gmail.com

OBJECTIVE

To obtain a superintendent position in a Florida public school system where I may use my varied educational leadership experience to enhance student and personnel performance.

Focal Points:

- Work alongside teachers, administrators, parents, and School Board members to promote trust and build confidence within the community, clearly conveying that every effort will be made to maximize each student's potential.
- Strive to become the top-performing school district in the state of Florida and beyond by upholding and supporting a culture of high expectations for all learners, educators, and leaders.
- Ensure that access, equity, and safety top the list of priorities in our efforts to provide an educational experience for students that fosters feelings of security, stability, and limitless opportunity.

SUMMARY OF QUALIFICATIONS

Completed the Florida Association of District School Superintendents (FADSS) certification program. Florida certified in School Principalship and Educational Leadership. Previously served as a District School Superintendent. Ten (10) years of experience in school and district administration in two Florida school districts. Proven record of increasing student achievement and graduation rates. Extensive knowledge and understanding of Florida educational reforms. Experienced in development, oversight, and execution of budgets up to \$794 million. Led districts through major educational reforms in both academic and non-academic areas. Worked directly with legislators to advocate for initiatives and successfully procure funding and resources for district programs.

EXPERIENCE

LAKE COUNTY SCHOOL DISTRICT, Tavares, FL

*Assistant Superintendent, Human Resources & Employee Relations / Chief of Staff (change in title only)
February 2017 - Current*

- Acted as the leader for all aspects of the Human Resources and Employee Relations Departments, overseeing over 5,600 employees.
- Assisted the superintendent as a critical confidant and trusted advisor for significant decisions that impact Lake County's 44,000 students.
- Served as lead negotiator on behalf of the board for both instructional and non-instructional bargaining units.
- Played a significant role in financial management and recovery efforts.
- Played a significant role in the development and implementation of district re-opening plans.
- Successfully led the district's recruitment and retention efforts to overcome the most significant teacher shortage ever experienced in the state of Florida.

7672 Lake Angelina Dr. Mount Dora, FL 32757 hcfarnsworth3@gmail.com (904)386-2534

Applicant #18 Page 2 of 10

BRADFORD COUNTY SCHOOL DISTRICT, Starke, FL

Superintendent of Schools, Nov 2012 - Nov 2016

- Created and executed a vision for the Bradford County School District based on providing quality leadership and developing positive organizational and school culture.
- As the district leader, gained valuable experience and established a track record of success across all essential areas of the local public school system.
 - **School improvement & accountability-** Led transition to Florida Standards and FSA. Increased graduation rate from 64% to 83%. Moved the school district to a "C" grade from a "D" rating during the transition regardless of more rigorous methods of calculation. Raised 3 of the district's five elementary schools from "F" status to "C" school grades. Doubled the graduation rate for students with disabilities. Increased access and participation for accelerated programs of study.
 - **Human Resources-** Worked strategically to improve the human capital management system across all areas for the district. Key areas of emphasis included – Recruitment, Induction, Retention, Professional Development, Compensation.
 - **Leadership Development-** Led leadership training for the district and school-level administrative teams. Built a leadership team capable of sustaining long-term success and stability for the district.
 - **Finance-** Managed and oversaw a budget of \$32 million. Led district out of a financial crisis, moving from a 2% financial condition ratio to a 9% unreserved fund balance.
 - **Community Relations-** Built strong relationships and garnered fruitful support from community stakeholders such as business owners, non-profits, and civic organizations.
 - **Facilities and Maintenance-** Resolved issues that plagued the district for many years, improving the life and safety conditions of the learning/work environment for all students and personnel. Worked to secure funding for new school facilities through the Special Facilities Program.
 - **Technology-** Successfully led the district's 1:1 Chromebook initiative at the secondary level. Converted the district student information system from the archaic TERMS/AS400 system to the FOCUS platform. Greatly improved infrastructure around the entire district.
 - **Food Service-** Converted district to a Community Eligibility Provision (CEP) program. Significantly increased participation while improving the overall financial condition of the program.
 - **Transportation-** Improved the quality and safety of the bus fleet. Managed crises stemming from bus crashes and incidents.

Assistant Principal, Jul 2010 - Jun 2012

- Primary responsibilities were in the areas of curriculum support and personnel development.
- Identified areas of weakness in the academic program and formulated strategic plans to improve student achievement. Plans led to significant gains for students in the lowest quartile and those with disabilities.
- Provided administrative support in student discipline, school-wide events, and district initiatives.
- Administered guidance to students and families regarding personal, academic, or behavioral issues.

Teacher, August 2004 - July 2010

- Represented Bradford County at the state level as District Teacher of the Year.
- Designed and implemented a curriculum to support the school Language Arts department.
- Mentored and tutored economically disadvantaged students and students with disabilities.
- Organized and led school initiatives and fundraisers.
- Served as a club sponsor and athletic coach for various student groups.
- Served as Behavior Resource Teacher/Dean over all discipline (2009-2010)

7672 Lake Angelina Dr. Mount Dora, FL 32757 hcfarnsworth3@gmail.com (904)386-2534

Applicant #18 Page 3 of 10

EDUCATION

University of North Florida, Jacksonville, FL
Master of Education, Educational Leadership, Jan 2008

University of Florida, Gainesville, FL
Bachelor of Science, Telecommunication, May 2002

CERTIFICATIONS, ENDORSEMENTS & LEADERSHIP

Certified School Superintendent, State of Florida, Sep 2013
Florida Association of District School Superintendents

Leadership Florida, Education Class IV member
Leadership Florida Program, 2019

Nationally Certified Investigator and Inspector
Council on Licensure, Enforcement, and Regulation, 2018

Florida Professional Educator Certifications
School Principal (All Levels)
Educational Leadership (All Levels)
Middle Grades Integrated Curriculum (Grades 5-9)
Physical Education (Grades K-12)
ESOL endorsement for administrators

REFERENCES

Mrs. Diane Kornegay, Superintendent (Current)
Lake County Schools
(352) 253-6523
kornegayd@lake.k12.fl.us

Mrs. Stephanie Luke, School Board Member
Lake County Schools / UCF College of Innovation and Education
(407) 823-1768
Stephanie.Luke@ucf.edu

Mr. Bill Mathias, School Board Member
Lake County Schools / Business Owner
(352) 551-9208
mathiasb@lake.k12.fl.us

7672 Lake Angelina Dr. Mount Dora, FL 32757 hcarnsworth3@gmail.com (904)386-2534

Applicant #18 Page 4 of 10

Mr. Randy Jones, School Board Member (Retired)
Bradford County School District
Rvbc03@yahoo.com
(904) 364-7143

Dr. Jackson Sasser, President Emeritus
Santa Fe College
(352) 538-5471
j.sassernorman@gmail.com

Dr. Jim Surrency, Director (Retired)
Northeast Florida Educational Consortium
Gilchrist County School District, Superintendent
(352) 745-8010
surrencyj@mygcsd.org

Mr. Stephen W. Johnson
Lake County School Board Attorney
(352) 973-0440
steve@johnsonturnerlaw.com

PROFESSIONAL ORGANIZATIONS AND ACTIVITIES

Leadership Florida, (Current)
Florida Educational Negotiators, (Current)
Council on Licensure, Enforcement, and Regulation (2018)
North East Florida Educational Consortium, Board of Directors (2012-2016)
Bradford Education Foundation, Board of Directors (2012-2016)
Bradford County Communities in Schools, Board of Directors (2012-2016)
Career Source North Central Florida, Board of Directors (2012-2016)

7672 Lake Angelina Dr. Mount Dora, FL 32757 hcfarnsworth3@gmail.com (904)386-2534

Applicant #18 Page 5 of 10

UNIVERSITY OF NORTH FLORIDA

1 UNF Drive
Jacksonville, Florida 32224

PERMANENT ACADEMIC RECORD

The Family Educational Rights and Privacy Act of 1974 prohibits releasing this information to a third party without the student's written consent and requires disposal of said information to be done in a secure and non-compromising manner.

OFFICE OF RECORDS TRANSCRIPT OF ACADEMIC RECORD

Page: 1

Record of: Harold Charles Farnsworth, III

Issued To:

Graduate

SSN: [REDACTED]

Date Issued: 12-JAN-2010

Date of Birth: 03-AUG-1977

Student ID: [REDACTED]

Level: Graduate

Gender: M

RECEIVED

JAN 25 2010

ROBIN LEE

Residency for Fees: Florida

CLAST Math: 998
CLAST Essay: 998
CLAST Reading: 998
CLAST Language Skills: 998

Course Level: Graduate

Current Program

Master of Education

College: Education and Human Services

Major: Educational Leadership

Major/Concentration: School Leadership

Degreed Awarded Master of Education 11-DEC-2009

Ehrs: 53.00 GPA-Hrs: 33.00 QPts: 132.00 GPA: 4.00

Primary Degree

Major: Educational Leadership

Major/Concentration: School Leadership

SUBJ NO.	COURSE TITLE	CRED GRD	PTS R
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TRANSFER CREDIT ACCEPTED BY THE INSTITUTION:

sp2008sp2009 St. Leo University
Ehrs: 6.00 GPA-Hrs: 6.00 QPts: 24.00 GPA: 4.00

INSTITUTION CREDIT:

Spring 2008
EDA 4191 Team Leadership 3.00 A 12.00
Ehrs: 3.00 GPA-Hrs: 3.00 QPts: 12.00 GPA: 4.00
Good Standing

Summer 2008
EDA 6061 Introduction to Ed Leadership 3.00 A 12.00
EDA 6196 Leadership/Learning Organizat 3.00 A 12.00
EDF 6480 Foundations of Ed Research 3.00 A 12.00
Ehrs: 6.00 GPA-Hrs: 6.00 QPts: 24.00 GPA: 4.00
Good Standing

Fall 2008
EDF 5607 Education in America 3.00 A 12.00
EDS 6130 Human Resource Deve in Educatl 3.00 A 12.00
Ehrs: 6.00 GPA-Hrs: 6.00 QPts: 24.00 GPA: 4.00
Good Standing

Spring 2009
EDA 6215 Developing School/Comm Resource 3.00 A 12.00
***** CONTINUED ON NEXT COLUMN *****

SUBJ NO.	COURSE TITLE	CRED GRD	PTS R
----------	--------------	----------	-------

Institution Information continued:
Ehrs: 3.00 GPA-Hrs: 3.00 QPts: 12.00 GPA: 4.00
Good Standing

Summer 2009
EDA 6945 Practicum in Educatl Leadership 6.00 A 24.00
Ehrs: 6.00 GPA-Hrs: 6.00 QPts: 24.00 GPA: 4.00
Good Standing

Fall 2009
EDA 6271 Technology and Ed Leadership 3.00 A 12.00
EDG 5625 Curriculum Leadership Schools 3.00 A 12.00
Ehrs: 6.00 GPA-Hrs: 6.00 QPts: 24.00 GPA: 4.00
Good Standing

***** TRANSCRIPT TOTALS *****			
	Earned Hrs	GPA Hrs	Points GPA
TOTAL INSTITUTION	30.00	30.00	120.00 4.00

***** END OF TRANSCRIPT *****

THIS COMPUTER GENERATED TRANSCRIPT IS PRINTED
ON A BLUE SECURITY BACKGROUND.
FEDERAL LAW PROHIBITS ACCESS TO THIS RECORD
WITHOUT THE CONSENT OF THE STUDENT.
SEE REVERSE SIDE FOR EXPLANATION OF GRADES.

Applicant #18 Page 6 of 10

Megan Kuenner

Megan Kuenner
Registrar

THIS OFFICIAL UNIVERSITY TRANSCRIPT DOES NOT
REQUIRE A RAISED SEAL. SIGNATURE ABOVE IS PRINTED.



UNIVERSITY OF CENTRAL FLORIDA

College of Community Innovation & Education
School of Teacher Education
P.O. Box 161250
Orlando, FL 32816-1250

October 25, 2020

Dear Seminole County Superintendent Search Committee,

I am writing with the highest regard to recommend Mr. Harold "Chad" Farnsworth as a candidate for Superintendent of Seminole County Public Schools. For the past three years, I have enjoyed getting to know Mr. Farnsworth both personally and professionally as the District 5 School Board Member for Lake County Schools.

Mr. Farnsworth currently serves as our Assistant Superintendent of Human Resources and Employee Relations. In that role, he has established a culture of trust amongst our employees. As our lead negotiator, he has displayed professionalism and patience throughout his tenure working with our Service Employees International Union and the Lake County Education Association (Teacher's Union). His extraordinary ability to communicate, combined with his knowledge of statutory educational requirements, has allowed him to successfully navigate negotiations during his term with Lake County Schools. I should stress that this has not been an easy road due to financial uncertainty. In the face of adversity, Mr. Farnsworth has negotiated with integrity and represented the Board with fidelity.

I am most impressed with Mr. Farnsworth when I see him interact with individuals in distress or with less than ethical personnel. He possesses the ability to address stressful situations with empathy, tact, professionalism, and a heavy hand all at the same time. He has earned the respect of Lake County employees, both non-union and union, due to his demeanor. I am confident that his gift for building relationships on a foundation of trust and respect is an invaluable attribute he will carry over to the Superintendent's role in your district.

In addition, Mr. Farnsworth maintains professional relationships with board members. He is always available to address issues or answer our questions. His communication with the Board

is best described as proactive and transparent. If there is ever a time that I cannot communicate with Superintendent Komegay, Mr. Farnsworth is the first person to which I reach out. His conversations are purposeful with high regard for Board members not being caught off guard in public. He gets in front of situations that might be publicly embarrassing or cause stakeholders to lose confidence in the school district, and for this, we are grateful. As a board member, I believe that protecting the district is a vital attribute of an informed Superintendent. Mr. Farnsworth fully understands this as an integral part of his leadership role.

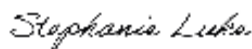
As I investigated your search process, to more specifically present Mrs. Farnsworth's potential as Seminole County Public Schools' Superintendent, I did not come across an initiative that he hasn't had experience with during his career with Lake County Schools. Our district is the 19th largest in the state but funded towards the bottom, making him fiscally aware and responsible. Serving Seminole County Public Schools as the 12th largest district in Florida will be similar to the service he provides Lake County.

He is very mindful of the high stakes involved with the graduation rate and has been a part of our strategic plan to raise it to its highest point so far at 86.8%. Seminole County's graduation rate is exceptional, and I do not doubt that Mr. Farnsworth's work with Lake's increased graduation rate will transfer to extending your current status as well. He is also entirely in tune with increasing participation and success within accelerated coursework, especially among student subgroups.

I have no doubt that provided the opportunity, Mr. Farnsworth will carry on the standard of excellence that Dr. Griffin has established over the last nine years. He is the right candidate to progress your district forward through the many challenges ahead while continuing Seminole County's tradition of excellence.

Thank you for the opportunity to showcase Mr. Farnsworth as a candidate. Should you require additional information, please do not hesitate to contact me.

Sincerely,



Stephanie Luke
Lake County School Board, District 5



201 West Burleigh Boulevard • Tavares • FL 32778 2436
(352) 253-6500 • Fax (352) 253-6503 • www.lake.k12.fl.us

Superintendent:
Diane S. Kornegay, M.Ed.

School Board Members:
District 1
Bill Mathias
District 2
Kristi Duma, Ph.D.
District 3
Marc Dodd
District 4
Sandy Gamble
District 5
Stephanie Luke

October 19, 2020

To Whom it May Concern,

As Superintendent of Lake County Schools, it is my pleasure to offer my strongest recommendation for Chad Farnsworth as he seeks the position of Superintendent of Seminole County Schools.

Upon my appointment as Superintendent of Schools in Lake County, one of my first phone calls was to Chad Farnsworth. As a resident of Bradford County and working at the time as Deputy Superintendent in the neighboring Clay County, I was very aware of Mr. Farnsworth and the outstanding job he had done while serving as the elected superintendent for Bradford County Schools. Chad's strong interpersonal skills and ability to establish positive relationships with all stakeholder groups made him my first choice to serve alongside me as Assistant Superintendent for Human Resources in Lake County. I have had the pleasure of working with Chad Farnsworth for the past three years and there has never been a moment that I have regretted the phone call I made that day.

Chad Farnsworth has the experience of running a successful school district. He values the importance of relationships and has an extraordinary ability to establish a culture of support and mutual respect. He has served as the chief negotiator with both employee unions and conducts himself with grace and professionalism even in the most challenging of circumstances. He has been instrumental in the work to reopen our schools successfully in the midst of a pandemic and has shown tremendous leadership in these most challenging of times. He has also been involved in our work to improve our district's fund balance and ensure greater financial stability.

Without question, Chad Farnsworth will be a tremendous asset for Seminole County and will continue to move the great work of your school district forward.

Sincerely,

Diane Kornegay, Superintendent
Lake County Schools

3841 Reid Street
Palatka, FL 32177



Phone (352) 329-3800
Fax (352) 329-2547

To Whom It May Concern:

It is my pleasure to submit this letter as a form of reference for Mr. Chad Farnsworth. In my position with the North East Florida Educational Consortium (NEFEC), I have had the opportunity to work with Mr. Farnsworth in several capacities.

In the instructional leadership realm, Mr. Farnsworth has distinguished himself as an accomplished leader in high-level positions in two Florida school districts in which he was instrumental in raising the district grades by a letter grade.

During his tenure in Lake County, the district received recognition by the Governor and the Florida Department of Education for outstanding student achievement. While serving as Assistant Superintendent and Chief of Staff, the district's graduation rate has seen dramatic increases. His implementation of an effective human capital management system guided the district through a difficult teacher shortage period.

As Superintendent of Schools in Bradford County, Mr. Farnsworth led district-wide reform efforts to increase student achievement and improve teacher quality. He laid the groundwork with the legislature for what would become a special facilities appropriation for a new school. He proved to be an asset to the greater NEFEC region where he served as a mentor to teachers, administrators, and colleagues. He also served on the legislative subcommittee and led several action research projects to improve student achievement throughout the NEFEC region.

Mr. Farnsworth has excellent interpersonal communication skills and is well-liked by teachers, school administrators, and district leaders throughout the state. He is also highly effective in building community and school-wide support for leadership programs by creating partnerships with local colleges and organizations. As a practitioner, one of his strongest assets is his ability to form lasting relationships built on trust and support. He exemplifies what it means to be a servant leader. It is rare to find someone skilled in so many areas of teaching, learning, and leadership: Mr. Farnsworth understands the balance between theory and practice.

Mr. Farnsworth's commitment to excellence, professional experience, and educational contributions make him an ideal candidate for Seminole County Superintendent of Schools. I believe he possesses the leadership qualities that represent the scholarly excellence and values of your institution. Please do not hesitate to contact me with any questions.

Sincerely,

Dr. Patrick J. Wnek
Executive Director
North East Florida Educational Consortium

Leading Seminole: Superintendent Action Plan

Chad Farnsworth



Mission

The mission of the Seminole County Public Schools is to ensure that all students acquire the knowledge, skills, and attitudes to be productive citizens.

Vision

Seminole County Public Schools (SCPS) will be the premier school district in the State of Florida. The district will be recognized nationally for high standards, academic performance and offering students customized educational pathways 24/7/365 in a safe and caring environment.

Pursuing the e-pathways together with a focus on
Excellence and Equity

Introduction

As a candidate for Superintendent of Seminole County Public Schools, I look forward to the possibility of joining one of the most successful school districts in the nation. My priorities focus on enhancing the longstanding success of the district while embracing new ideas and opportunities. Together, we will continue the journey to become the top-rated district in Florida.

Priorities

1. Work with the Board and Dr. Griffin to establish a transition plan
 - a. Timeline
 - b. Recommendations
 - c. Feedback
2. Build relationships with key stakeholder groups
 - a. School Board
 - b. Students
 - c. Teachers
 - d. School Leaders
 - e. Key district staff
 - f. Parents
 - g. Community leaders
 - h. Legislators
3. Communication – Receive and give feedback
 - a. Introduction
 - b. Establish feedback cycles
 - c. Day 1, 30, 60, 90 Check-ins
 - d. Communicate short and long term priority goals
4. Understand key initiatives and operational opportunities, and challenges
 - a. Student Achievement
 - i. Equity gaps
 - ii. Achievement gaps
 - iii. e-Pathways
 - iv. Student mental health
 - b. General
 - i. Finance
 - ii. School safety and security
 - iii. Operations
 - iv. Leadership training and preparation
 - v. COVID-19 response

Superintendent Action Plan

Action plan

Goal #1: Become the #1 school district in the State of Florida

Seminole County Public Schools is currently one of the leading school districts in the state. Our goal is to be the best. The way to become the best is to continue what has made us successful thus far while identifying and addressing our areas of opportunity.

Actions steps

FOCUS AREA: Listen and learn
<ul style="list-style-type: none">▪ Walk schools to understand the culture and the district's vision for teaching and learning▪ Conduct teacher focus groups "Chats with Chad."▪ Meet with district and school leadership teams to evaluate progress toward the current strategic plan and school improvement goals
FOCUS AREA: Academics
<ul style="list-style-type: none">▪ Examine successful programs and identify enhancement opportunities▪ Review specific intervention plans by subgroup▪ Provide additional interventions or make adjustments where necessary based on recent data and input from instructional leaders.
FOCUS AREA: Community
<ul style="list-style-type: none">▪ Build relationships with key stakeholders▪ Create mechanisms for reliable feedback▪ Communicate priorities and significant progress

Goal #2: Ensure equity for students

If we desire to be the top-rated district in Florida, we must analyze data by subgroups and identify disparities. We must develop an action plan to close the equity and achievement gaps and monitor progress.

Action steps

FOCUS AREA: Equity audit
<ul style="list-style-type: none">▪ Gather student perspectives and input through Student Forums▪ Visit schools and classrooms to gauge commitment to high expectations, student access to standards-aligned grade-level instruction, and student engagement▪ Analyze relevant data▪ Create feedback loops▪ Identify and strategically implement high-quality professional development▪ Establish methods of measuring success and shortcomings

Superintendent Action Plan

FOCUS AREA: Mitigate recent learning loss and widening achievement gaps
--

- | |
|---|
| <ul style="list-style-type: none">• Determine the learning gaps that occurred by analyzing the most recent data• Identify applicable remediation strategies for spring and summer of 2021• Adequately prepare instructional leaders at schools to address equity issues unique to their school culture• Ensure that instructional leaders specifically tailor plans to address individual student needs• Set mechanisms to monitor progress and adjust plans when necessary |
|---|

FOCUS AREA: Community

- | |
|--|
| <ul style="list-style-type: none">• Involve the community in conversations concerning equity• Convey priorities and share progress• Develop plans to increase parental involvement• Leverage key partnerships and develop new relationships |
|--|

Goal #3: Pursue plans for e-Pathways enhancement and expansion

The e-Pathways initiative has been a critical ingredient to success for Seminole County Public Schools. We must continue to cultivate the program to ensure relevance to current industry demands and student interests.

Action steps

FOCUS AREA: Revisit current programs

- | |
|--|
| <ul style="list-style-type: none">• Evaluate the health of current programs• Identify areas of concern• Reinvest where appropriate• Change course if justified or necessary |
|--|

FOCUS AREA: Explore innovative opportunities

- | |
|---|
| <ul style="list-style-type: none">• Identify emerging industries in the community• Research potential programs• Develop strategic plans for program changes or implementations. |
|---|

FOCUS AREA: Celebrate and market strengths

- | |
|--|
| <ul style="list-style-type: none">• Continue to showcase successful programs• Consider untapped marketing potential• Offer presentations to civic and community groups |
|--|

EXHIBIT C3 PRESS RELEASE ANNOUNCING FARNSWORTH SELECTED AS SUPERINTENDENT

<https://www.scps.k12.fl.us/news/scps-names-new-superintendent.stml>

(SANFORD, Fla.) On Tuesday, February 9, 2021, the School Board of Seminole County, Inc. selected Chad Farnsworth as the new Superintendent for Seminole County Public Schools (SCPS). Mr. Farnsworth has 10-years of experience in school and district administration, having most-recently served as the Assistant Superintendent over Human Resources & Employee Relations/Chief of Staff for Lake County Public Schools. He officially became the 11th Superintendent for the district. Depending on pending contract negotiations, Mr. Farnsworth will begin sometime in March or April of 2021.

C4 - PARENT NEWSLETTER ANNOUNCING FARNSWORTH

From: Seminole County Public Schools <atthecore@scps.k12.fl.us>

Date: Thu, Feb 11, 2021 at 6:04 PM

Subject: In the Zone - SCPS News

To: <charmedmomlife@gmail.com>

Issue #121

SCPS Newsletter

February 11, 2021

Dear SCPS Team,

As I look back on my years with Seminole County Public Schools (SCPS), I can't think of a time I've been prouder to be part of this amazing team. We've been challenged in more ways than we could have imagined possible a year ago. Despite these extraordinary times, we continue to work together to further the quality education that we've all come to expect from SCPS.

The honors continue to roll in: SCPS isn't just meeting expectations, we're surpassing them! We are the only district in the state exceeding the national course enrollment rate for physics, we lead the state in calculus enrollment, and we are the highest ranked district in the STEM Career Prep Index. Perhaps the greatest indicator of a job well done is that our Grad Rate for the 2019-2020 School Year was 94.5%! A few reasons to be excited about this Grad Rate, a Pre-K - 12th grade accomplishment:

The Highest Grad Rate EVER for SCPS!

#1 out of all Central Florida districts

#1 out of the 17 largest districts

#4 out of all Florida districts

An increase of 1.7% above the previous year (92.8%, 2018-2019)

Remains 4.5% above the state average (90%);

This is a tremendous accomplishment and a team effort!

Thank you to all our teachers, staff, and administrators for all your hard work in helping make SCPS a Premiere National School District and one of the VERY BEST in Florida. A very special thank you to our Seminole County families because our success begins with your support and partnership. Together, we guide our students to succeed in and out of the classroom.

I'm extremely proud of all we have accomplished. Thank you for allowing me to play a role in shaping this district, the teams we have in place, the education we provide, and the lives we've touched along the way. Nothing makes me prouder than to see our students succeed!

DISTRICT HIGHLIGHTS

SCPS Selects New Superintendent

On Tuesday, February 9, 2021, the School Board of Seminole County selected Chad Farnsworth as the new Superintendent for Seminole County Public Schools (SCPS). Mr. Farnsworth has 10 years of experience in school and district administration, currently serving as the Assistant Superintendent for Human Resources & Employee Relations/Chief of Staff for Lake County Public Schools. He officially became the 11th Superintendent for the district.

EXHIBIT C5 - FACEBOOK POST ANNOUNCING FARNSWORTH

Seminole County Public Schools - On Tuesday, February 9, 2021, the School Board of Seminole County, Inc. selected Chad Farnsworth as the new Superintendent for Seminole County Public Schools (SCPS). Mr. Farnsworth has 10-years of experience in school and district administration, having most-recently served as the Assistant Superintendent over Human Resources & Employee Relations/Chief of Staff for Lake County Public Schools. He officially became the 11th Superintendent for the district. Depending on pending contract negotiations, Mr. Farnsworth will begin sometime in March or April of 2021.

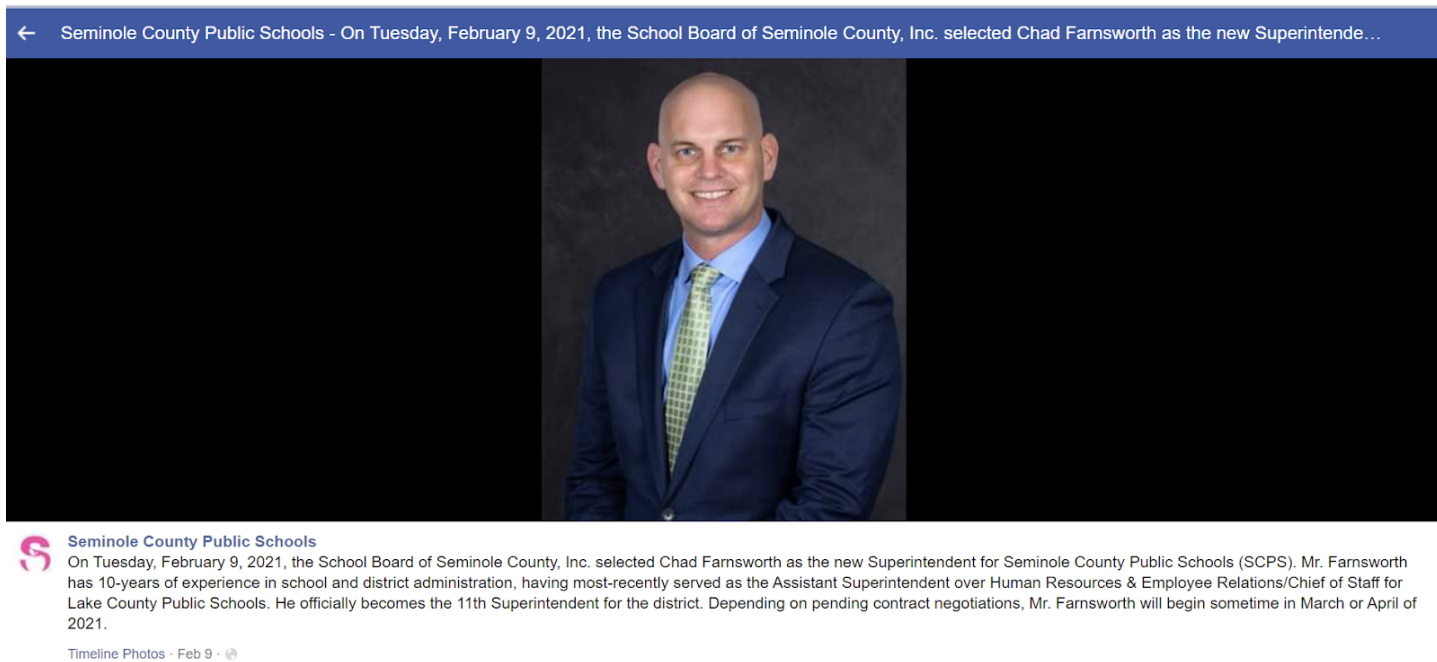


EXHIBIT D1 BEAMON'S RESIGNATION LETTER



WALT GRIFFIN, Ed.D.
Superintendent

Educational Support Center
400 E. Lake Mary Blvd.
Sanford, Florida 32773-7127
Phone: (407) 320-0000
Fax: (407) 320-0281

LEGAL SERVICES

SERITA D. BEAMON, ESQ.
Executive Director
Legal Services
(407) 320-0340
serita.beamon@scps.k12.fl.us

Board Certified Education Lawyer

GREGG A. JOHNSON, ESQ.
Associate Attorney
(407) 320-0120
johnsogg@scps.k12.fl.us

STEPHANIE K. STEWART, ESQ.
Staff Counsel
(407) 320-0108
stewartk@scps.k12.fl.us

TAMMY E. FERGUSON
Paralegal
(407) 320-0013
tammy_ferguson@scps.k12.fl.us

CHERYL L. RUSSI
Legal Specialist
(407) 320-0545
cheryl_russi@scps.k12.fl.us

FACSIMILE
Legal Services Department
(407) 320-0283

Visit Our Web Site:
www.scps.k12.fl.us

RECEIVED

FEB 18 2021

Per 

February 16, 2021

(VIA ELECTRONIC MAIL & CERTIFIED U.S. MAIL)

School Board of Seminole County, Florida
c/o Chairman Karen Almond
400 East Lake Mary Boulevard
Sanford, FL 32773

Certified Mail #70202450000146637090

Dear School Board Members,

It has been an honor to serve the School Board and Seminole County School District for the last sixteen years. Words are insufficient to express how much I have treasured being a part of the executive team that made Seminole County Public Schools (SCPS) a premier school district. During my time with the school system, I had the opportunity to provide counsel and guidance to all departments within the district and probably every school, on issues of importance to our students. I have learned the instructional strategies and operational responsibilities that have produced a high-quality education and meaningful diplomas for our students. I have loved it.

The impact of the parents, volunteers, and members of the Seminole County educational community has also been both enjoyable and a tremendous learning opportunity. I have learned so much from these important stakeholders and value the experience of interacting with them on issues large and small.

I have also enjoyed providing counsel to, and learning from, two outstanding superintendents. Watching and assisting Dr. Vogel and Dr. Griffin execute their visions for our District has been the highlight of my professional career, as has been learning from one of the finest school board attorneys to serve our State, Ned Julian, Jr. I am proud of the work I have done as a part of the executive, instructional, and community teams assembled by Dr. Vogel and Dr. Griffin, as well as the work our team in the legal department have done protecting the District's interests. Serving alongside these gentlemen, as well as the numerous department heads who have given their all for the students of Seminole County, is an experience I will always treasure.

Page 2

Even though my time as a School Board employee will soon come to an end, please know that I will always wish the best for this wonderful district and the SCPS family. This letter shall serve as notice of my resignation, effective 63 days from today.

Sincerely yours,



Sherita D. Beamon
School Board Attorney

cc: Amy Pennock, School Board Member (via electronic mail)
Tina Calderone, School Board Member (via electronic mail)
Kristine Kraus, School Board Member (via electronic mail)
Abby Sanchez, School Board Member (via electronic mail)
Walt Griffin, Superintendent (via electronic mail)
Boyd Karns, Executive Director of Human Resources (via electronic mail)

EXHIBIT D2 - BEAMON TEMPORARY EMPLOYMENT AGREEMENT



Seminole County Public Schools
400 East Lake Mary Blvd
Sanford, FL 32773

ACTION ITEM -- TEMPORARY (OTHER PERSONAL SERVICES) EMPLOYMENT AGREEMENT

1. Superintendent's Recommendation:

That the School Board of Seminole County approve the Temporary (Other Personal Services) Employment Agreement for Ms. Serita Duhart Beamon.

2. Background/Analysis:

Pursuant to Board Policies 1120, 1121, 1128, and 1130, and as provided for pursuant to Sections 1012.22 and 1012.27, Florida Statutes (2020), the Superintendent has determined, in order to provide for the efficient and orderly transition of the office of Superintendent, it is in the best interests of the School District to temporarily employ Ms. Beamon as a consultant for the time period commencing on May 3, 2021 and ending on June 30, 2021, prior to her assuming the position of Superintendent of the School District on July 1, 2021, pursuant to the contract between the Board and Ms. Beamon approved by the Board on March 1, 2021 and executed by the Board and Ms. Beamon on March 23, 2021.

3. Fiscal Impact:

Employee shall be compensated on an hourly basis at the rate of \$57.37 per hour not to exceed 37.5 hours in any one workweek without the prior authorization and approval of the Superintendent. Employee shall comply with all District timekeeping requirements for hourly employees. Employee shall be paid at the same intervals and in the same manner as other administrative personnel are paid by the Board.

4. Prepared by:

Boyd E. Karns, Executive Director of Human Resources/Professional Standards

5. Board Meeting Date 04/27/2021

ATTACHMENTS:

- Proposed Beamon OPS Contract Draft 4.14.21 (PDF)



Jania Fuller is with Devin Siler Price.



Feb 11 ·

Keep It Moving! #Serita
#BlackWomanExcellence



Exhibit E1 - PUBLIC RECORDS REQUEST - MEETING BETWEEN VELMA WILLIAMS AND WALT GRIFFIN

From: Bedsole, Carolyn <carolyn_bedsole@scps.k12.fl.us>

Sent: Thursday, July 8, 2021 9:46 AM

To: foiarequest06@gmail.com

Cc: Pavgouzas, Jessica H. <jessica_pavgouzas@scps.k12.fl.us>; Bedsole, Carolyn <carolyn_bedsole@scps.k12.fl.us>

Subject: RE: FOIA request

Good morning, there was a meeting between Dr. Griffin and Velma Williams on February 12, at 3pm. No notes were taken during this meeting which took place at Westside Community Center. Dr. Griffin also has no record of any phone calls.

Sincerely, Carolyn

Carolyn Bedsole

I.S. Project Manager / Records Management Services

Seminole County Public Schools

Information Services Department

400 E. Lake Mary Blvd.

Sanford, Florida 32773

Phone: (407) 320-0466

Fax: (407) 320-0469

carolyn_bedsole@scps.k12.fl.us

Exhibit E2 - GRIFFIN'S CALENDAR

February 8, 2021 - February 12, 2021

February 2021

March 2021

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
8	<div>IB Visit- Idyllwild</div> <div>Grace Dr. Appointment (Cardiologist) - Leave</div>	9	10	11	12
7 AM					
8	<div>Superintendent Interviews</div>	<div>County Work Session - School ILA In AM (Time to be Confirmed) County Com Ranaldi, Jose</div> <div>IB PYP Autl Idyllwild ES https://s</div> <div>Idyllwild II</div>		<div>Superintendent's Seminar WebEx Griffin, Walt</div>	
9	<div>EOC Briefing (no Sa) GoToMeeting: Hi</div> <div>Dr. Griffin Interview Dr. Griffin's Office; Lz</div>	<div>EOC Briefin GoToMe</div> <div>Lyman Stat Lyman High</div> <div>Winter Springs State Cham Winter Springs High School; c</div>	<div>Mina Raky Griffin, Walt</div> <div>EOC Briefing (no Sa) GoToMeeting: Hi</div>	<div>EOC Briefing (no Sa) GoToMeeting: Hi</div>	<div>EOC Briefing (no Saturday/Sunday) GoToMeeting: Harris, Alan</div>
10			<div>Chad's transition 409; Griffin, Walt</div>		<div>Mtg w/Rod Dunaye Dr. Griffin's Office; Gi</div> <div>10:30 AM - Dr. Grifi Dr. Lorenz will call Dr</div>
11					<div>Jill-2/23 Work Session Agenda</div> <div>Meet w/Captain Fra Dr. Griffin's Office; Gi</div>
12 PM			<div>Lake Mary State Champions and Runner-up Lake Mary High School Gaudreau, Michael R.</div>	<div>YMOE Chess Tourna Lake Mary High Scho</div> <div>Draft Agenda/Boarc 405; Griffin, Walt</div>	<div>Travel</div> <div>Seminole State Char Seminole High Schoo</div>
1		<div>Red Ribbon Virtual Jed's Office; Mahram</div> <div>Science Fair Taping</div>	<div>Lake Mary High School Student Forum w/ Si Lake Mary High School (655 Longwood Lake M</div>	<div>HOLD - Rob Belous Learning Sciences</div> <div>Ali Hope Check Board room; Walsh, I</div>	<div>Administrative Updates Cummings, Marian</div>
2		<div>ACT/SAT Options</div>	<div>Supt/Prom discussi- WebEx Meeting Griffin, Walt</div> <div>Jason Wysong - Up- Dr. Griffin's Office; Gi</div>	<div>Superintendent's Cabinet Webex Griffin, Walt</div> <div>Mitchiko Lua</div> <div>Mark M & Scott F</div>	<div>Meet w/Velma Williams Westside Community Center</div>
3					
4					
5	<div>Dr. Hornberger -Alli Oviedo Office</div>	<div>School Board Meeting 106</div>			
6			<div>Online Broadcast: 2021 Seminole County Re</div>		

Griffin, Walt

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7/15/2021 1:58 PM

February 15, 2021 - February 19, 2021

February 2021							March 2021						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6		1	2	3	4	5	6
7	8	9	10	11	12	13	7	8	9	10	11	12	13
14	15	16	17	18	19	20	14	15	16	17	18	19	20
21	22	23	24	25	26	27	21	22	23	24	25	26	27
28							28	29	30	31			

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
	15	16	17	18	19
	Presidents' Day (United States) School System Closed			Grace Blood Test @ 9:00 AM in Sanford	Grace Stress Test & Echo @ 10:00 AM - Work from home in the Morning - Rest of day
7 AM					
8			Hold Surprise Visit for EOY Top 5 Finalist Reveals (5 School Visits) Griffin, Walt		Dept Justice Grant
9	EOC Briefing (no Saturday/Sunday) GoToMeeting: Harris, Alan	EOC Briefing (no Saturday/Sunday) GoToMeeting: Harris, Alan		EOC Briefing (no Sa) GoToMeeting: H	Staffing Meeting TR 3/4 Griffin, Walt
10		Casselberry Elemen Lawrence, Michael R.		Oviedo State Cham Oviedo High School; i	EOC Briefing (no Sa) GoToMeeting: H
11		Brennan Asplen			
12 PM		HR Discussion 409, Griffin, Walt		Meeting with Jame 409, Griffin, Walt	BAB Data Request w/Andria Herr & Dawn B WebEx; Griffin, Walt
		EPIC Discussion 405, Griffin, Walt		Draft Agenda/Boarc 405, Griffin, Walt	Chris Barlow
1		Meet w/Captain Fra Dr. Griffin's Office; Gi	Marjorie Murray Dr. Griffin's Office; Gi	HR Meeting with Dr Dr. Griffin's office; Ru	Barbara Kirby
2		Leave for Dentist		Superintendent's Cabinet Webex Griffin, Walt	
3		Dr. Chawla-Crown Dentist	Dr. Cummings Griffin, Walt		
4					Executive Advisory Group GoToMeeting: Harris, Alan
5					Pending Legal Cases
6				Blink Science-Florida School District Consor Eric	

Griffin, Walt

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February 22, 2021 - February 26, 2021

February 2021						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March 2021						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
	22	23	24	25	26
	Grace CT Scan of Chest @ 10:00 AM (Work)	Grace 1/2 day Personal - Leave at 10:00 AM -	Grace Dr. Appointment @ 9:00 AM - Go to	Amy Pennock Birthday	Grace HIDA Test @ 11:00 AM - Winter Park
7 AM		SPEAKER: Dr. Walt Griffin Maitland Rotary / 641 Jessica DeNichilo	Bring Dr. Suess book to work		
8		Maitland Rotary (Chris Ham)			
9	Tina: Board Book Review 405 Griffin, Walt	EOC Briefing (no Sa) GoToMeeting Harris, Alan	EOC Briefing (no Saturday/Sunday) GoToMeeting Harris, Alan	Seminole County VII SCVS Griffin, Walt	FSCPS Board of Directors Meeting - ESC conference room Henderson, Rodri
10	Abby: Board Book Review 405 Griffin, Walt		EOY Welcome Mess Studio Griffin, Walt	EOC Briefing (no Sa) GoToMeeting Harris, Alan	EOC Briefing (no Sa) GoToMeeting Harris, Alan
11			Dr. Walt Griffin - Dr Studio Griffin, Walt		Zac Carter
12 PM	Amy: Board Book Review 405 Griffin, Walt			2021 Annual State of the County Luncheon Westin Lake Mary 2974 International Van Smith, Jean L.	UCF Arena Discussion
1		Open Discussion Work Session 106		Draft Agenda/Boarc 405 Griffin, Walt	Kathy Giambalvo 559-341-0681
2	Kristine: Board Book Review 405 Griffin, Walt		Oviedo High School Student Forum w/Super Oviedo High School (601 King St, Oviedo, FL 32765) Griffin, Walt	Superintendent's Cabinet Webex Griffin, Walt	Beth Dostal
3	Karen: Board Book Review 405 Griffin, Walt			Cheri Meyers	Follow up to discuss WebEx Griffin, Walt
4		Discussion			Jill-April Work Session Dates
5				Chris Barlow, Ph.D. Call	SCPS Medical Advisory Board WebEx Meeting Griffin, Walt
6		School Board Meeting 106			

Griffin, Walt

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Exhibit E3 - **TIMELINE DETAILS OF UNDUE PRESSURE TO RESCIND VOTE**

On Friday, February 12, 2021, three days after Farnsworth was hired, Walt Griffin had a face-to-face meeting with Velma Williams (search committee member, former Sanford city commissioner, retired SCPS teacher, community leader) at the Sanford Boys and Girls Club. Ms. Williams had been very outspoken about “doing the right thing” and advocating for Serita Beamon as the next superintendent. She also spoke passionately during public comments at the 2/23/board meeting in favor of Beamon as the superintendent. See Exhibit **E1**(Meeting between Velma Williams and Walt Griffin). The threat of DOJ involvement again was a real concern; SCPS had been under DOJ supervision from 1962 to 2006 when they were granted Unitary Status.

The next day, February 13th, Dr. Griffin called Amy Lockhart, Seminole County Commissioner and chair of the Superintendent Search Committee. He advised Ms. Lockhart to hold off on preparation of an introductory video for Farnsworth at the Seminole County Chamber’s “State of the County” event on 2/24/21. He stated, “I think I have one or two board members that may rescind their vote”.

During the week of 2/12-19, Dr. Griffin called board member Abby Sanchez concerning her vote. During the school board meeting on March 23, 2021, Abby Sanchez stated “We just need to heal. We have such division in this county right now, and it’s so thick and there’s so much going on in this world..... So, let’s pull it together and be a community that we are. Seminole County is ranked number one for so many reasons and because of our schools and because of our fabulous employees and teachers. We need to do all of us.... Dr. Griffin, we may have had some words. But I forgave him...”

Board member Amy Pennock was told by Walt Griffin there were going to be some changes on the agenda but was not told what they were.

On Monday, 2/15, the board clerk, Jill Mahramus was told by Walt Griffin to be prepared for a change of schedule. She called the board members to announce that the agenda might change.

On February 19th, Griffin met with Barbara Kirby Bentley, who had prepared a statement for public comment time at the board meeting on 2/23/21. See Exhibit **E2** (Griffin’s Calendar).

Between February 12 and February 23, Walt Griffin 1) met with Velma Williams (a Beamon supporter), 2) halted the introduction video for the county event, 3) pressured a board member who had voted for Farnsworth to the point of tears, and 4) prepared the board clerk for a possible change in the agenda at the 2/23 board meeting. Griffin acted as a conduit (a violation of Sunshine Law) between board members coordinating rescission of the vote to hire Chad Farnsworth as superintendent. As Tina Calderone stated in the board meeting on 3/1/21, “Dr. Griffin is so well respected... when Dr. Griffin speaks, we listen.”

On February 25th (two days after the vote to rescind), Lowman Oliver (Pastor Emeritus, St. Paul Missionary Baptist Church, and Spokesperson, African-American Concerned Citizens of

Seminole County) submitted a request for all emails of board members pertaining to the hiring of the superintendent but cancelled the request as soon as Ms. Beamon was elected on March 1, 2021.

In the Orlando Sentinel on February 24, 2021: “You missed a great opportunity” to “make history for both women and people of color,” said Velma Williams, a former Sanford city commissioner and retired teacher who served on the board’s superintendent search committee.

Dr. Griffin had introduced Serita Beamon as his favorite for superintendent. This is his press interview with News 6: Griffin said he did speak to some members of the superintendent search committee which was formed to narrow it down to the top candidates. “I had spoken to three of them, two of which called me. But I think the most difficult part is because I have mentored and worked with Mrs. Beamon for so many years, people saw me with her and people know that I had been working with her for this position,” Griffin said. “But I feel that everything I did was appropriate and I’m ready for us to move on.”

News 6 asked if Beamon was Griffin’s candidate of choice. “She was. She would have been because I prepared her for it,” Griffin said.

EXHIBIT F1 - TINA CALDERONE'S PREPARED STATEMENT

The board's vote on our next superintendent is something I have reflected on a lot since our last board meeting.

Not only our vote but the board meeting before the vote when there were discussions about whether we should have used a consultant, if the process was too fast or too slow.

And then the vote was upon us. We all came prepared with our remarks, but there was no substantive discussion, no dialogue about any of our opinions.

The sunshine law, of course prevented us from speaking freely with each other, or for that matter speaking with each other at all, outside a public meeting.

I am concerned our 3-2 vote lacked context. Our votes were perhaps cast without the kind of back & forth that leads to sound decisions.

Might I have voted differently after a dialogue between fellow board members? I may well have. Might another member had been persuaded to vote one way or the other after a robust dialogue? Maybe.

I've done a lot of listening since the last board meeting. We always say our district works because we are a family that locks its arms together - board members, teachers, staff & community. It's the entire village that helps ^{our students} achieve at such a high level.

So I believe we have to take a look @ our vote & I think

EXHIBIT F2 - PUBLIC COMMENT SPEAKERS LIST FEBRUARY 23, 2021

F1 - The School Board then heard public comment. The following people addressed the Board: Dr. Anna-Marie Cote, Marjorie Murray, Dr. Barbara Kirby-Bentley, Pamela James, Philip Kaprow, Davian Hampton, Lowman Oliver, Dr. Velma Williams. Katie Vail submitted her comments via email to be read into the record.

EXHIBIT F3 - SCPS POLICY VIOLATION

“0164 - NOTICE OF MEETINGS - From SCPS School Board policies

Pursuant to State law, the School Board shall give notice of public meetings, hearings, and workshops in the following ways:

- A. by publication in a newspaper of general circulation;
- B. by posting on the district’s website not less than seven (7) days before the public meeting, hearing, or workshop;
- C. by mail to all persons who have made requests for advance notice of the Board's proceedings, and to organizations representing persons affected by any proposed policy; and
- D. by posting in appropriate places so that particular classes of persons to whom an intended action is directed may be notified.

EXHIBIT F4- ROBERT’S RULES OF ORDER.

<https://www.dummies.com/careers/business-skills/roberts-rules-for-rescinding-or-amending-something-previously-adopted/>

The notice posted shall include a general statement of the general subject matter to be considered.”

From Roberts’ Rules of Order - “Some motions can’t be amended or rescinded:

- **Motions subject to the motion to *Reconsider*:** Calling to rescind or amend is unnecessary if you can simply call up the motion to *Reconsider*, which has been previously moved.
- **Motions that have already been carried out and that cannot be undone:** *If you voted to repaint the church, it’s too late to rescind the motion after the church has been repainted.*
- **Motions that have been adopted to accept resignations or actions electing or expelling a person from membership or office (if the member is present or has been notified):** *After a resignation has been accepted or a membership terminated by expulsion, the resigning or expelled person can be reinstated only by following the procedures for membership admission or election to office.*

Rescinding an election requires either a provision in the bylaws or specific procedures for removal from office.”

- ample, see 67:16.
- 35:6 **Actions That Cannot Be Rescinded or Amended.** The motions to *Rescind* and to *Amend Something Previously Adopted* are not in order under the following circumstances:
- a) When it has previously been moved to reconsider the vote on the main motion, and the question can be reached by calling up the motion to *Reconsider* (37).
 - b) When something has been done, as a result of the vote on the main motion, that is impossible to undo. (The unexecuted part of an order, however, can be rescinded or amended.)
 - c) When a resignation has been acted upon, or a person has been elected to or expelled from membership or office, and the person was present or has been officially notified of the action. (The only way to reverse an expulsion is to follow whatever procedure is prescribed by the bylaws for admission or reinstatement. For the case of an election, see 62:16 regarding removal of a person from office.)

EXHIBIT G1 - BROCHURE ADVERTISING SUPERINTENDENT POSITION





ELIGIBILITY REQUIREMENTS

- Master's degree or equivalent from an accredited institution with a Doctorate preferred
- Minimum of ten years of executive administrative and supervisory experience in a school district with at least 25,000 students or in a comparatively-sized government/business organization
- Background check as mandated by Florida Statute 1012.315

CONTRACT TERMS:

The position start date is no later than **June 1, 2021**. The Board is prepared to offer, at minimum, a three-year contract with salary range of \$165,000 - \$195,000, plus competitive benefits.

Application Process & Deadline:

Candidates must submit the following documents:

1. A resume with a signed cover letter
2. Verification of credentials, including college transcripts, reflecting the highest degree held. *(Copies of transcripts are acceptable but official versions are required prior to an offer of employment)*
3. Three letters of professional recommendation

All application materials referenced must be submitted by email to Superintendent_Search@scps.k12.fl.us

Submissions must be time stamped no later than the application deadline of **November 13, 2020**.

NOTATION:

Finalists selected for interview must be available to participate in the interview process during the month of **February 2021**.

SCHOOL BOARD MEMBERS

Karen Almond
Tina Calderone, Ed.D.
Kristine Kraus
Amy Pennock
Abby Sanchez

SUPERINTENDENT

Walt Griffin, Ed.D.

SCPS

SUPERINTENDENT Search

CONTACT INFORMATION

Mark Russi
Director, Employee and Governmental Relations / Personnel Services
Seminole County Public Schools
400 East Lake Mary Blvd.
Sanford, FL 32773

Phone: 407.320.0317
Cell: 321.281.7239
Fax: 407.320.0284
Email: mark_russi@scps.k12.fl.us

IMPORTANT NOTICE

All resumes, applications, and other materials submitted for this position are subject to the Florida Public Records Act and "Government in the Sunshine" provisions of Florida law. The name of applicants and materials submitted by each applicant cannot be held in confidence and are open to the public. Interviews of applicants who are selected as finalist by the School Board will be open to the public.

www.scps.us



Seminole County
Public Schools

2020-2021

OUR DISTRICT

Seminole County Public Schools (SCPS) is committed to providing students with an impressive array of learning options that remain focused on preparing our students for college and/or careers in the new innovative economy.

- SCPS continues to be an "A"-rated and academically high performing school district, as designated by the Florida Department of Education.
- SCPS ranked #1 overall on the 2019 FSA out of the 17-largest districts and #1 out of all Central Florida districts.
- SCPS Grad Rate for 2018-2019 was 92.8%. That's 5.9% above the State Average.
- SCPS SAT scores have been above the state average for 42-consecutive years.
- SCPS is ranked #1 in the state in STEM (Science, Technology, Engineering, & Math).
- SCPS named 4th best school district in Florida by Niche.com for 2020.
- SCPS 2019 Graduating Seniors earned more than \$58 million in scholarships and earned more than 3,800 industry certifications.
- 14,769 AP Exams were given during the 2019-2020 school year with a 66% pass rate.



LEADERSHIP QUALITIES

- Inspires trust, has high levels of self-confidence and optimism. Models high standards of integrity and personal performance.
- Displays strong commitment to a "student first" philosophy in all decisions.
- Demonstrate commitment to ensure equity for all students.
- Displays sensitivity to the needs of our culturally diverse communities, students, and workforce.
- Possesses a strong belief in, and has the ability to develop mutually beneficial relationships with the business community.
- Promotes sound fiscal practices and management of district resources, including appropriate participation of others in planning and decision-making.
- Possesses the proven ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement.
- Eager to lead a high-achieving and premier national school district, familiar with the latest research on educational leadership, student achievement and school effectiveness, and possesses the vision and energy to manage a complex organization.

DISTRICT FACTS



- Seminole County – "Florida's Natural Choice" – is located 20 miles north of Orlando, Florida
- 12th largest school district in Florida with a land size ranking of 4th smallest
- Median household income is \$68,725 +/- \$1,570
- Median age of residents is 38.3
- 69 Public Schools including Charter Schools, Magnet Schools, and Alternative Education
- 67,000 K-12 students
- 48% White
- 28% Hispanic
- 14% Black or African American
- 5% Asian
- 5% Multiracial
- 49.5% of students receive free/reduced lunches
- Budget of \$554 million
- 9,328 employees
- 28,692 Dividend - School Volunteers
- 905 Business Partners

EXHIBIT G2 - LEADERSHIP QUALITIES REQUIRED - FROM BROCHURE ADVERTISING SUPERINTENDENT POSITION: LEADERSHIP QUALITIES REQUIRED

- Inspires trust, has high levels of self-confidence and optimism. Models high standards of integrity and personal performance.
- *Displays* strong commitment to a “student first” philosophy in all decisions.
- Demonstrate commitment to ensure equity for all students.
- Displays sensitivity to the needs of our culturally diverse communities, students, and workforce.
- Possesses a strong belief in, and has the ability to develop mutually beneficial relationships with the business community.
- *Promotes sound fiscal practices and management of district resources, including appropriate participation of others in planning and decision-making.*
- *Possesses the proven ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement.*
- Eager to lead a high-achieving and premier national school district, *familiar with the latest research on educational leadership, student achievement and school effectiveness*, and possesses the vision and energy to manage a complex organization.

EXHIBIT G3 - FLORIDA STATUTE 100.51

1001.51 Duties and responsibilities of district school superintendent. —The district school superintendent shall exercise all powers and perform all duties listed below and elsewhere in the law, provided that, in so doing, he or she shall advise and counsel with the district school board. The district school superintendent shall perform all tasks necessary to make sound recommendations, nominations, proposals, and reports required by law to be acted upon by the district school board. All such recommendations, nominations, proposals, and reports by the district school superintendent shall be either recorded in the minutes or shall be made in writing, noted in the minutes, and filed in the public records of the district school board. It shall be presumed that, in the absence of the record required in this section, the recommendations, nominations, and proposals required of the district school superintendent were not contrary to the action taken by the district school board in such matters.

EXHIBIT G4 BEAMON RESUME AND ACTION PLAN

November 13, 2020

Seminole County Public Schools
400 East Lake Mary Blvd.
Sanford, FL 32773

Dear School Board Members and SCPS Superintendent Search Committee,

It is with great enthusiasm and a deep understanding of the importance of the role of Superintendent of Seminole Public Schools that I submit my application to become your next Superintendent. I am fully knowledgeable of the journey that the district has traveled to become a premier Florida school system and I have experienced first-hand the importance of equitable access for each student. I know that “educational excellence and equity for ALL students” is not just a mantra echoed by school and district employees. For the past 30 years, the School Board has recognized that a commitment to excellence and equity takes actionable planning, fidelity in implementation of equity initiatives, constant monitoring and strategy adjustment, deep reflection, and a willingness to listen to all stakeholders. I would be honored to lead the continuation of that work in Seminole County.

As you know, I have worked alongside you and your educational leadership team to ensure that all students have access to and acquire the knowledge, skills, and attitudes to become lifelong learners and productive citizens. My work has provided me with opportunities to lead and contribute to academic and operational excellence and equity. As a result, I am uniquely positioned to lead innovative changes that are inevitable following the lessons learned during the disruptive educational shift resulting from the global pandemic.

Sixteen years ago, I joined the administrative team of SCPS as Staff Counsel and was immediately immersed in the work of the School Board and leadership team in demonstrating that SCPS had achieved a unitary school system. The district’s efforts in all respects, from instruction to construction, have been centered on what is in the best interest of providing a world-class equitable education for all students. Providing a world-class education requires not only the ability to create and implement academic programs but also the ability to manage all aspects of the district’s instructional and operational fund sources, including state, federal and local funds. In addition, it is essential to discern what, how and when to communicate to staff, parents and the community, develop and monitor policy implementation, oversee employee hiring, training and advancement, manage the School Board’s self-insurance program, and collaborate with county and state personnel.

Some may consider my path to becoming your Superintendent an unconventional one—my path is the result of being a part of Seminole County Public Schools as a student, parent, district administrator and community member. I am invested in seeing that SCPS continue on the path of excellence that it is traveling. My passion for educational opportunities for all Seminole County students and the belief that the district is making strides in closing the achievement gap by providing each and every student with a customized educational pathway is unrivaled.

The School Board's student-centered philosophy has permeated my work on behalf of SCPS. I have visited numerous classrooms and know the importance of student voice. I welcome the opportunity to speak with you and discuss in detail why my experiences collaborating with our team on instructional challenges designed to improve student achievement, supporting SCPS teachers and staff in schools and classrooms, leading district-wide operational change, and communicating the SCPS vision and mission to all stakeholders has prepared me to become the next Superintendent of Seminole County Public Schools.

Sincerely,



Serita D. Beamon, Esq.

SERITA D. BEAMON, Esq.

315 Tuska Reserve Cove, Casselberry, Florida, 32707
seritaduhart@yahoo.com

VISION

By reinforcing the connections between diverse stakeholders and continuing to cultivate innovative learning environments for all students, Seminole County Public Schools will fulfill its commitment that all children have equitable educational opportunities that result in students achieving their full potential, earning meaningful diplomas demonstrating that they are career and college ready, and becoming productive members of our society.

SUMMARY OF QUALIFICATIONS

I am a focused education professional with 16 years of relevant experience working with the School Board, Superintendent, and district staff of Seminole County Public Schools, and have been recognized as a knowledgeable leader with excellent communication and critical thinking skills who provides decisive guidance regarding all aspects of the district's instructional and operational functions.

- ❖ **Key Contributor to the Superintendent's Cabinet and Instructional Support Team that make providing equitable access to rigorous course work a top priority of the district.** As a member of the Seminole County Public School team since 2004, I have comprehensive knowledge of the efforts the district took to obtain the declaration of unitary status and the commitment necessary to maintain a unitary public school system that provides excellence and equity for all students.
- ❖ **Proven student equity leader and relationship builder.** I support the creation of customized education pathways for students in the district's magnet programs, career and technical education programs, Programs of Emphasis, and Problem Solving Incubator High School including negotiating and drafting agreements with various stakeholders aligned with the mission and vision of Seminole County Public Schools.
- ❖ **Change agent for directing the creation of research-based exceptional student education programs.** By providing consultation, guidance, and support of the district's Individual Education Plan Teams, I have advanced the creation of successful individual student education programs for exceptional students.
- ❖ **Trusted team member and communicator for navigating disruptive, innovative education change.** Well-versed in listening to community voices regarding highly emotional, disruptive issues such as the reopening of schools for the 2020-2021 school year and various district school rezonings, and guiding the School Board and Superintendent on integrating stakeholder feedback into actionable district plans.
- ❖ **Collaborator and leader for multi-departmental district processes to ensure high-quality choice options.** Led the development of revisions to the SCPS charter school review process and coordinated the collaborative review by district departments of all charter applications submitted to the district since 2012.
- ❖ **Provider of professional development to district and school leaders.** I create and deliver training for district administrative staff and school principals on various topics that span the K-12 education landscape.

PROFESSIONAL EXPERIENCE

Seminole County Public Schools Attorney, 2004- Present

School Board Attorney/Executive Director of Legal Services Department, 2015 – present
Staff Counsel, 2004-2015

- Provide preventative legal counsel to the School Board, Superintendent, and senior administrative staff of an A-rated school district serving 67,000 students and employing 9,000+ employees.
- Contributor to Seminole County Public Schools Strategic Plan, Student Progression Plan, Student Conduct & Discipline Code, Discipline Procedures Manual, and 2020-2021 Reopening Plan.
- Supervise the drafting of policies, administrative procedures, resolutions, education applications, and all legal documents relating to instructional initiatives and the operation of the school district.
- Oversee and manage all matters involving the School Board or Superintendent in federal and state court litigation and administrative proceedings.
- Provide counsel to the school district's Human Resources team on all employee relations issues including collective bargaining matters.
- Facilitate collaborative working relationships with the Department of Children and Families, Community Based Care of Seminole, Inc. (now Embrace Families), and the Seminole County Sheriff's Office regarding the agencies' roles in employee training, child abuse investigations, and providing support to students experiencing trauma.

Associate Attorney, 2000-2004

Foley Lardner LLP, Orlando, Florida, 2003-2004

Womble, Carlyle, Sandridge & Rice, PLLC, Atlanta, Georgia, 2000-2003

Carlton, Fields, Ward, Emmanuel, Smith & Cutler, P.A., Miami, Florida, 1999 (Summer Associate)

- Engaged in commercial and intellectual property litigation.

Admissions Counselor, 1996-1997

Stetson University, Deland, Florida

- Recruited high school students interested in enrolling in Stetson University and assisted in determining final approvals for university admission.

COMMUNITY INVOLVEMENT AND PROFESSIONAL ACTIVITIES

- Member of the School Board of Seminole County's Equity Advisory Committee, 2020
- Panelist for Seminole State College Law Day, 2019

- Presenter for League of Women forum on changes in public education involving charter schools (2013) and the Journey to Unitary Status in Seminole County Public Schools (2019)
- Member of School Environmental Safety Incident Report (SESIR) Workgroup, 2019
- Graduate of Leadership Seminole (Class #25), 2017
- Panelist for the Seminole County Youth Summit, 2015
- Annual presenter to Lyman High School students enrolled in the Academy of Teaching, Learning and Leading on the topics of education law that impact teachers, students and curricula, 2015-2018
- Coach for the Seminole High School Student Mock Trial Team, 2005-2007
- Florida School Board Attorneys Association, Member, 2004- present
- Florida Bar, Education Law Committee, Member, 2014-2015
- National Council of School Attorneys, Member, 2015-present
- American Educational Research Association, Member, 2019-present
- Association for Supervision and Curriculum Development, Member, 2020-present

EDUCATION AND CERTIFICATION/LICENSURE

May 2000	Florida State College of Law Juris Doctor, <i>Cum Laude</i>	Tallahassee, Florida
May 1996	Stetson University Bachelor of Arts in Political Science	Deland, Florida
May 2011	Florida Bar Board Certified Specialist – Education Law <i>One of 52 attorneys recognized by the Florida Bar as an expert in Education Law</i>	
February 2004	Florida State Bar License	

OFFICIAL TRANSCRIPT OF ACADEMIC RECORD

Florida State University

Office of the Registrar
282 Chonglos Way
PO Box 3062480
Tallahassee, Florida 32306-2480
PERMANENT ACADEMIC RECORD
Student is in good standing and is eligible
to receive unless otherwise stated.

Page 1 of 2

Name: Serita M Duhart
Student ID: [REDACTED]
Birthdate: [REDACTED]
Residency: Florida Resident (USA)
Print Date: 11/5/2020
Charge - Official Transcript

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Send To: SERITA DUHART
315 TUSKA RESERVE CV
CASSELBERRY, FL 327074133

External Degrees

Stanford University
Bachelor of Arts 05/20/1996

	Term GPA	85.286	Term Totals	14.000	14.000	14.000	1194.000
	Transfer Term GPA		Transfer Totals	0.000	0.000	0.000	0.000
	Combined Term GPA	85.286	Course Totals	14.000	14.000	14.000	1194.000
	Cum GPA	89.448	Cum Totals	20.000	20.000	20.000	2474.000
	Transfer Cum GPA		Transfer Totals	0.000	0.000	0.000	0.000
	Combined Cum GPA	89.448	Comb Totals	20.000	20.000	20.000	2474.000

Beginning of Law Record

Program: Law
Plan: Law Major

Course	Description	CR	GR	RP	Taken	Passed	Points
LAW3500	CIVIL PROCEDURE	3	LAW		4.000	4.000	36.000
LAW3400	PROPERTY	3	LAW		2.000	2.000	36.000
LAW3500	TORTS	3	LAW		4.000	4.000	36.000
LAW3500	LEGAL WRITING & RESEARCH	3	LAW		2.000	2.000	36.000
LAW3500	SPECIAL TOPICS	3	LAW		2.000	2.000	36.000

Topic: CONTRACTS I

	Term GPA	85.000	Term Totals	15.000	15.000	15.000	1284.000
	Transfer Term GPA		Transfer Totals	0.000	0.000	0.000	0.000
	Combined Term GPA	85.000	Comb Totals	15.000	15.000	15.000	1284.000
	Cum GPA	85.000	Cum Totals	15.000	15.000	15.000	1284.000
	Transfer Cum GPA		Transfer Totals	0.000	0.000	0.000	0.000
	Combined Cum GPA	85.000	Comb Totals	15.000	15.000	15.000	1284.000

Program: Law
Plan: Law Major

Course	Description	CR	GR	RP	Taken	Passed	Points
LAW3500	CONTRACTS II	3	LAW		2.000	2.000	36.000
LAW3500	CRIMINAL LAW / PROCEDURE	3	LAW		4.000	4.000	36.000
LAW3500	PROPERTY II	3	LAW		2.000	2.000	36.000
LAW3500	CONSTITUTIONAL LAW I	3	LAW		2.000	2.000	36.000
LAW3500	LEGAL WRITING/RESEARCH II	3	LAW		2.000	2.000	36.000

	Term GPA	89.250	Term Totals	16.000	16.000	16.000	1071.000
	Transfer Term GPA		Transfer Totals	0.000	0.000	0.000	0.000
	Combined Term GPA	89.250	Comb Totals	16.000	16.000	16.000	1071.000

Program: Law
Plan: Law Major

Course	Description	CR	GR	RP	Taken	Passed	Points
LAW3500	CONSTITUTIONAL LAW II	3	LAW		2.000	2.000	36.000
LAW3500	ADMINISTRATIVE LAW	3	LAW		2.000	2.000	36.000
LAW3500	CONSTITUTIONAL LAW II	3	LAW		2.000	2.000	36.000
LAW3500	FAMILY LAW	3	LAW		2.000	2.000	36.000

	Term GPA	89.667	Term Totals	12.000	12.000	12.000	726.000
	Transfer Term GPA		Transfer Totals	0.000	0.000	0.000	0.000
	Combined Term GPA	89.667	Comb Totals	12.000	12.000	12.000	726.000
	Cum GPA	84.316	Cum Totals	41.000	41.000	41.000	3284.000
	Transfer Cum GPA		Transfer Totals	0.000	0.000	0.000	0.000
	Combined Cum GPA	84.316	Comb Totals	41.000	41.000	41.000	3284.000

Program: Law
Plan: Law Major

Course	Description	CR	GR	RP	Taken	Passed	Points
LAW3500	BUSINESS ASSOCIATION	3	LAW		4.000	4.000	36.000
LAW3500	EVIDENCE	3	LAW		4.000	4.000	36.000
LAW3500	EMPLOYMENT DISCRIMINATION	3	LAW		2.000	2.000	36.000
LAW3500	SPECIAL TOPICS	3	LAW		2.000	2.000	36.000
LAW3500	SPECIAL TOPICS	3	LAW		2.000	2.000	36.000
LAW3500	SPECIAL TOPICS	3	LAW		2.000	2.000	36.000
LAW3500	SPECIAL TOPICS	3	LAW		2.000	2.000	36.000
LAW3500	SPECIAL TOPICS	3	LAW		2.000	2.000	36.000
LAW3500	SPECIAL TOPICS	3	LAW		2.000	2.000	36.000
LAW3500	SPECIAL TOPICS	3	LAW		2.000	2.000	36.000

	Term GPA	89.250	Term Totals	16.000	16.000	16.000	1071.000
	Transfer Term GPA		Transfer Totals	0.000	0.000	0.000	0.000
	Combined Term GPA	89.250	Comb Totals	16.000	16.000	16.000	1071.000

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Kimberly A. Barber, University Registrar



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EXHIBIT H - BOARD MEMBER PENNOCK STATEMENT

OFFICIAL TRANSCRIPT OF ACADEMIC RECORD

Florida State University

Office of the Registrar
282 Champions Way
PO Box 3062480
Tallahassee, Florida 32306-2480

PERMANENT ACADEMIC RECORD
Student is in good standing and is eligible
to return unless otherwise stated

Page 2 of 2

Name:
Student ID:
Birthdate:
Residency:
Print Date:

Serita M Duhart
[REDACTED]
Florida Resident (USA)
11/5/2020

Charge - Official Transcript

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Cum GPA	85.930	Cum Totals	57.000	57.000	50.000	4275.000	Cum GPA	84.627	Cum Totals	85.000	85.000	67.000	5071.000
Transfer Cum GPA		Transfer Totals	0.000	0.000	0.000	0.000	Transfer Cum GPA		Transfer Totals	0.000	0.000	0.000	0.000
Combined Cum GPA	85.930	Comb Totals	57.000	57.000	50.000	4275.000	Combined Cum GPA	84.627	Comb Totals	85.000	85.000	67.000	5071.000

1999 Fall

Program: Law
Plan: Law Major

Course	Description	CR	GR	RP	Taken	Passed	Points
LAW6430	GRATUITOUS TRANSFERS	88	LAW		4.000	4.000	352.000
LAW7795	ADV. WRITING EXERCISES	75	LAW		2.000	2.000	158.000
LAW7849	CLINICAL LAW PROGRAM	5	SOU		5.000	5.000	0.000
	Topic: CIVIL PRACTICE/EXERCISE						
LAW7849	CLINICAL LAW PROGRAM	5	SOU		1.000	1.000	0.000
	Topic: EXTERNSHIP PRACTICE						
LAW7891	MID-LEVEL COURT COMPETITION	5	SOU		2.000	2.000	0.000

Degree: Juris Doctor
Program: Law (J.D., LL.M.)
Center/Dept: (MPCX500)
Degree Hours: Law
Plan: Law

Law Career Totals

Low Career Totals			<u>Taken</u>	<u>Passed</u>	<u>GPA</u>	<u>Points</u>
					<u>hrs</u>	
Cum GPA:	84.627	Cum Totals	85.000	85.000	67.000	5071.000
Trans Cum GPA		Trans Totals	0.000	0.000	0.000	0.000
Comb Cum GPA	84.627	Comb Totals	85.000	85.000	67.000	5071.000

Term GPA	85.000	Term Totals	14.000	14.000	0.000	510.000
Transfer Term GPA		Transfer Totals	0.000	0.000	0.000	0.000
Combined Term GPA	85.000	Comb Totals	14.000	14.000	0.000	510.000

End of Law

End of Academic Transcript

Cum GPA	85.446	Cum Totals	71.000	71.000	56.000	4785.000
Transfer Cum GPA		Transfer Totals	0.000	0.000	0.000	0.000
Combined Cum GPA	85.446	Comb Totals	71.000	71.000	56.000	4785.000

2000 Spring

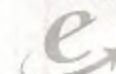
Program: Law
Plan: Law Major

Course	Description	CR	GR	RP	Taken	Passed	Points
LAW6095	COMMERCIAL LAW SURV	81	LAW		4.000	4.000	324.000
LAW7590	TRIAL PRACTICE	5	SOU		2.000	2.000	0.000
LAW7590	CIVIL RIGHTS	83	LAW		3.000	3.000	251.000
LAW7590	PROBABLE RESPONSIBILITY	79	LAW		3.000	3.000	251.000
LAW7590	SPECIAL TOPICS	75	LAW		1.000	1.000	72.000
	Topic: BATTERED WOMEN & LAW						
LAW7840	LEGAL CLINICAL ORIENT	5	SOU		2.000	2.000	0.000
	Topic: CIVIL PRACTICE/EXERCISE						
LAW7891	MID-LEVEL COURT COMPETITION	5	SOU		2.000	2.000	0.000
	Topic: MID-LEVEL COURT COMPETITION						

Term GPA	80.425	Term Totals	17.000	17.000	11.000	885.000
Transfer Term GPA		Transfer Totals	0.000	0.000	0.000	0.000
Combined Term GPA	80.425	Comb Totals	17.000	17.000	11.000	885.000

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Tallahassee, Florida 32306-2480

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to return unless otherwise stated

Page 2 of 2

Name:
Student ID:
Birthdate:
Residency:
Print Date:

Serita M Duhart
[REDACTED]
Florida Resident (USA)
11/5/2020

Charge - Official Transcript

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Cum GPA	85.930	Cum Totals	57.000	57.000	50.000	4275.000	Cum GPA	84.627	Cum Totals	55.000	55.000	67.000	5071.000
Transfer Cum GPA		Transfer Totals	0.000	0.000	0.000	0.000	Transfer Cum GPA		Transfer Totals	0.000	0.000	0.000	0.000
Combined Cum GPA	85.930	Comb Totals	57.000	57.000	50.000	4275.000	Combined Cum GPA	84.627	Comb Totals	55.000	55.000	67.000	5071.000

1999 Fall

Program: Law
Plan: Law Major

Course	Description	CR	GR	RP	Taken	Passed	Points
LAW6430	GRATUITOUS TRANSFERS	88	LAW		4.000	4.000	352.000
LAW7795	ADV. WRITING EXERCISES	75	LAW		2.000	2.000	158.000
LAW7849	CLINICAL LAW PROGRAM	5	SOU		5.000	5.000	0.000
	Topic: CIVIL PRACTICE						
LAW7849	CLINICAL LAW PROGRAM	5	SOU		1.000	1.000	0.000
	Topic: EXTERNSHIP PAPER						
LAW7891	MID-COURT COMPETITION	5	SOU		2.000	2.000	0.000

Degree: Juris Doctor
Program: Law (J.D., LL.M.)
Center/Dept: (AP/PCN/SD)
Degree Hours: Law
Plan: Law

Law Career Totals

		<u>Taken</u>	<u>Passed</u>	<u>GPA</u>	<u>Points</u>
				<u>hrs</u>	
Cum GPA:	84.627	Cum Totals	55.000	55.000	67.000
Trans Cum GPA		Trans Totals	0.000	0.000	0.000
Comb Cum GPA	84.627	Comb Totals	55.000	55.000	67.000

Term GPA	35.000	Term Totals	14.000	14.000	5.000	504.000
Transfer Term GPA		Transfer Totals	0.000	0.000	0.000	0.000
Combined Term GPA	35.000	Comb Totals	14.000	14.000	5.000	504.000

End of Law

End of Academic Transcript

Cum GPA	85.446	Cum Totals	71.000	71.000	56.000	4785.000
Transfer Cum GPA		Transfer Totals	0.000	0.000	0.000	0.000
Combined Cum GPA	85.446	Comb Totals	71.000	71.000	56.000	4785.000

2000 Spring

Program: Law
Plan: Law Major

Course	Description	CR	GR	RP	Taken	Passed	Points
LAW6095	COMMERCIAL LAW SURV	51	LAW		4.000	4.000	324.000
LAW7590	TRIAL PRACTICE	5	SOU		2.000	2.000	0.000
LAW7590	CIVIL RIGHTS	85	LAW		3.000	3.000	284.000
LAW7590	PROBABLE RESPONSIBILITY	79	LAW		3.000	3.000	251.000
LAW7590	SPECIAL TOPICS	75	LAW		1.000	1.000	72.000
	Topic: BATTERED WOMEN & LAW						
LAW7840	LEGAL CLINICAL ORIENT	5	SOU		2.000	2.000	0.000
	Topic: CIVIL PRACTICE						
LAW7891	MID-COURT COMPETITION	5	SOU		2.000	2.000	0.000
	Topic: MID-COURT COURT						

Term GPA	80.425	Term Totals	17.000	17.000	11.000	885.000
Transfer Term GPA		Transfer Totals	0.000	0.000	0.000	0.000
Combined Term GPA	80.425	Comb Totals	17.000	17.000	11.000	885.000

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Hogan Lovells US LLP
Columbia Square
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November 9, 2020

By Electronic Mail

Seminole County School Board
and Seminole County Public Schools Superintendent Search Committee
400 E. Lake Mary Boulevard
Sandford, FL 32773

**Re: Ms. Serita Beamon
Superintendent, Seminole County Public Schools**

Dear Seminole County School Board and Seminole County Public Schools Superintendent Search Committee:

The purpose of this letter is to recommend Serita Beamon to be Superintendent of Seminole County Public Schools ("SCPS"). I first met and began working with Ms. Beamon when she joined SCPS as Staff Counsel in 2004 and have worked with her since she became Executive Director of Legal Services of SCPS. I am an attorney with the law firm of Hogan Lovells, and over the years, I have advised the SCPS in its desegregation case, including in assisting the SCPS in obtaining unitary status, and in developing and implementing its post-unitary status policies since SCPS was granted unitary status. It is in that role that I have gotten to know Ms. Beamon and her legal skills and have become familiar with her commitment and skill to ensure diversity, equity and access for all students in SCPS and her skill and ability to work with the School Board, the leadership of the district, SCPS staff and SCPS community in advancing the educational mission and goals of SCPS.

Based on my knowledge of Ms. Beamon's skills, experience and commitment to the success of all students, it is a privilege to recommend Ms. Beamon to be the Superintendent of SCPS for a number of reasons. First, based on my conversations with Ms. Beamon, she has considered applying to be an education leader of SCPS for a number of years. Among the reasons that she has told me for wanting to be Superintendent of SCPS are her commitment to ensure educational equity, her ability to provide leadership as part of the leadership team in improving achievement for all students, including narrowing the achievement gap, and her sensitivity to the needs of the culturally and racially/ethnically diverse students, staff and community of SCPS. It is important to note that Ms. Beamon's reasons for wanting to become SCPS Superintendent are consistent with the School Board's Leadership Qualities as part of the School Board's Superintendent Search.

Significantly, throughout her years in SCPS, Ms. Beamon has developed her skills to address the School Board's Leadership Qualities, particularly those involving: (1) ensuring educational equity; (2) providing leadership to improve achievement for all students, including raising expectations for all students and narrowing the achievement gap; and (3) addressing the culturally and racially/ethnically needs of all students, staff and the community. For example, throughout her 16 years as an SCPS administrator Ms. Beamon has led, facilitated and participated in numerous committees and educational projects, such as the Superintendent's Cabinet, the Equity Advisory Committee, the District Discipline Committee, rezoning efforts, and Student Choice and Access projects. In

particular, Ms. Beamon is known for asking questions that lead to insightful and innovative strategies as is evidenced by the improved charter school review process and Florida Department of Education recognition of SCPS as a Florida Choice District.

A second reason for recommending Ms. Beamon to be the SCPS Superintendent is the high level of trust, self-confidence, integrity and performance that she exhibits – all qualities identified by the School Board as critical for the next SCPS Superintendent. For example, Ms. Beamon has provided policy and statutory guidance to Board Members, the Superintendent, staff and committees and is acknowledged as a leader with both comprehensive and practical knowledge on educational policy. She is trusted to identify both intended and unintended consequences for related actions. In order to lead improved student performance, a superintendent must understand first-hand what students are learning and how they are being taught. To ensure that she has this understanding, Ms. Beamon visits schools, does classroom observations and debriefs with staff to discuss what she has seen, share opportunities for celebration and recommended strategies for improving support for students, teachers and administrators.

A third reason is Ms. Beamon's experience and proven track record in following sound fiscal practices and management of district resources – another important qualification for the next SCPS Superintendent. Ms. Beamon has demonstrated her skill and ability to meet this qualification through the development and management of the legal budget in her office and through the support she has provided to the leadership team in the development and implementation of the SCPS budget.

The reasons identified in this letter as support for Ms. Beamon's application to be Superintendent of SCPS are but a few of the reasons for why Ms. Beamon is qualified to be the next educational leader of SCPS. I have based this recommendation on my knowledge of the skill, ability and experience of Ms. Beamon and also on my experience as an educator and as an adjunct lecturer for the Urban Superintendents Program at the Harvard Graduate School of Education. It is a privilege and honor to recommend Ms. Beamon to be SCPS Superintendent. I have no doubt that she is the leader that SCPS needs for it to continue to be a leading school district in Florida and in the United States.

Please do not hesitate to call me if I answer any questions or to provide additional support for Ms. Beamon's candidacy.

Respectfully,



Marae F. Sneed

Senior Counsel
marae.sneed@hoganlovells.com
D +1 202 637 6416

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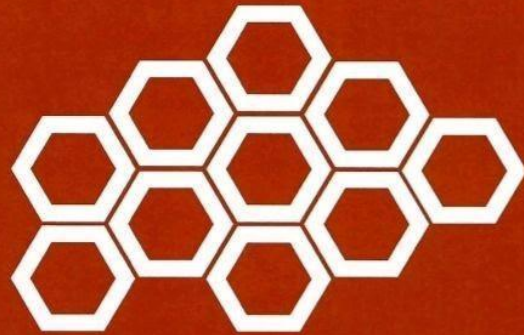
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100 Day Plan: Listen - Learn - Lead

SERITA D. BEAMON, ESQ
Superintendent Candidate

VISION

By reinforcing the connections between diverse stakeholders and continuing to cultivate innovative learning environments for all students, Seminole County Public Schools will fulfill its commitment that all children have equitable educational opportunities that result in students achieving their full potential, earning meaningful diplomas demonstrating that they are career and college ready, and becoming productive members of our society.

SUMMARY OF QUALIFICATIONS

I am a focused education professional with 16 years of relevant experience working with the School Board, Superintendent, and district staff of Seminole County Public Schools, and have been recognized as a knowledgeable leader with excellent communication and critical thinking skills who provides decisive guidance regarding all aspects of the district's instructional and operational functions.

- Key Contributor to the Superintendent's Cabinet and Instructional Support Team that make providing equitable access to rigorous course work a top priority of the district. As a member of the Seminole County Public School team since 2004, I have comprehensive knowledge of the efforts the district took to obtain the declaration of unitary status and the commitment necessary to maintain a unitary public school system that provides excellence and equity for all students.
- Proven student equity leader and relationship builder. I support the creation of customized education pathways for students in the district's magnet programs, career and technical education programs, Programs of Emphasis, and Problem Solving Incubator High School including negotiating and drafting agreements with various stakeholders aligned with the mission and vision of Seminole County Public Schools.
- Change agent for directing the creation of research-based exceptional student education programs. By providing consultation, guidance, and support of the district's Individual Education Plan Teams, I have advanced the creation of successful individual student education programs for exceptional students.
- Trusted team member and communicator for navigating disruptive, innovative education change. Well-versed in listening to community voices regarding highly emotional, disruptive issues such as the reopening of schools for the 2020-2021 school year and various district school rezonings, and guiding the School Board and Superintendent on integrating stakeholder feedback into actionable district plans.
- Collaborator and leader for multi-departmental district processes to ensure high-quality choice options. Led the development of revisions to the SCPS charter school review process and coordinated the collaborative review by district departments of all charter applications submitted to the district since 2012.
- Provider of professional development to district and school leaders. I create and deliver training for district administrative staff and school principals on various topics that span the K-12 education landscape.

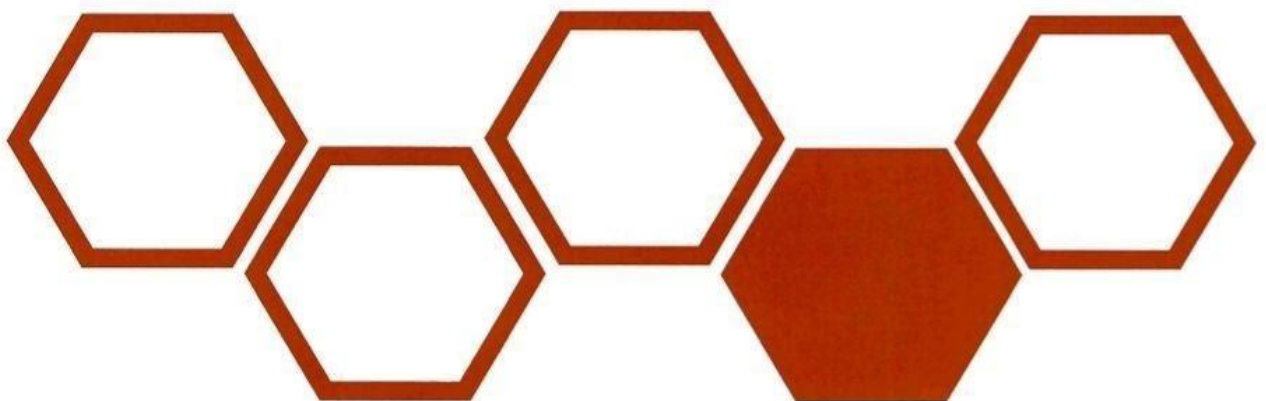
100 Day Plan: Listen - Learn - Lead

Seminole County Public Schools, similar to all school districts nationally and worldwide, is in the midst of the most disruptive educational event in our collective lifetimes due to the global pandemic. It is likely that many past educational practices will need to be reimagined due to the forced changes that students, teachers, families, and community members experienced during the previous 11 months. In these types of situations, we have a choice. We can lament the past and hope to return to the "good old days" or we can boldly acknowledge what has been learned and experienced and embrace the challenge to better educate and prepare our students, teachers and staff for their future, emphasizing our commitment to educational excellence and equity by ensuring that ALL students have access to quality instruction and personalized learning.

First and foremost, there must be constant engagement with medical and public safety experts regarding maintaining healthy learning and working environments. The physical and emotional impacts of COVID-19 will remain with us through the 2021-2022 school year and beyond. Students and staff have experienced a myriad of events that must be acknowledged and discussed in order to ensure the essential conditions for learning and mental health support are provided.

During my first 100 days as the Seminole County Public Schools Superintendent, I am committed to listening and learning from all stakeholders, while simultaneously working with the School Board of Seminole County, school administrators and district leadership to take appropriate action as needed. The schedule included in this booklet outlines my current plans for establishing relationships with School Board members, students, staff, parents, and community members, as well as taking action on identified high priority instructional supports. Board members will be kept informed of these actions and resulting recommendations throughout the first 100 days of my superintendency during scheduled work sessions and through Information Items included in the Superintendent Report section of the School Board Meeting Agenda.

Serita D. Beamon, ESQ



SCPS SCHOOL BOARD

ITEM 1	Time Frame
Meet individually with each School Board Member.	Week 1
ITEM 2	Time Frame
Meet with the newly appointed School Board Attorney.	Week 1
ITEM 3	Time Frame
Have a facilitated work session to discuss communication process and procedures and the final 100 Day Plan with the School Board.	Week 2
ITEM 4	Time Frame
Have a work session to review progress of 100 Day Plan.	Week 9
ITEM 5	Time Frame
Have a work session to provide a comprehensive report regarding the first 100 days of my superintendency.	Week 15



SCPS STUDENTS

ITEM 6

Conduct a minimum of five weekly listen and learn school visits.

Goal: Visit every school by day 100.

Time Frame

Weeks 3-15

ITEM 7

Host two student forums per month.

Time Frame

Weeks 3-15

ITEM 8

Participate in extracurricular student events, as appropriate.

Time Frame

Weeks 3-15



SCPS SCHOOL LEADERS, TEACHERS & DISTRICT STAFF

ITEM 9	Time Frame
Meet at least twice per month with small groups of SCPS principals.	Weeks 2-15
ITEM 10	Time Frame
Meet at least twice per month with small groups of SCPS Teachers of the Year.	Weeks 3-15
ITEM 11	Time Frame
Meet with representative teachers, instructional support staff, school counselors, social workers, ESE teachers, and ESOL teachers.	Weeks 3-15
ITEM 12	Time Frame
Meet with the Cabinet team weekly.	Weeks 1-15
ITEM 13	Time Frame
Meet with the Chief Financial Officers weekly.	Weeks 1-15
ITEM 14	Time Frame
Meet individually with each of the Cabinet team members.	Weeks 1-4
ITEM 15	Time Frame
Meet with the leadership of each of the four bargaining units.	Weeks 1-4



ITEM 16

Host a Leadership Conference for all of the district and school level administrative teams with appropriately individualized break-out sessions to discuss and prepare for the 2021-2022 school year.

Time Frame

**Before
August 10, 2021****ITEM 17**

Hold Superintendent Seminar sessions for the school principals and district level leadership team every 4-6 weeks to share information, review relevant data, and provide professional development on prioritized topics.

Time Frame

Weeks 4-15**ITEM 18**

Plan and schedule a series of facilitated equity workshops with district and school leadership, to be followed by school personnel, to increase the cultural competencies of all staff.

Time Frame

Week 15**ITEM 19**

Meet with relevant staff to analyze the data from the 2021 Spring Intervention Plan aimed at identifying those students in need of expanded learning and supplemental interventions and services and closely monitor the 2021 SCPS summer programs.

Time Frame

Weeks 1-15**ITEM 20**

Collaborate with the Executive Director for Instructional Excellence & Equity to create curriculum workgroups composed of teachers and administrators to determine specific areas of actionable focus to address learning gaps exacerbated by the global pandemic.

Time Frame

Weeks 1-15**ITEM 21**

Meet with the executive directors and principals to create school-specific recommendations for areas of instructional focus for the 2021-2022 school year.

Time Frame

Weeks 4-15

SCPS PARENTS

ITEM 22

Time Frame

Host at least one weekly "Parent Chat" with groups of parents from across the county to personally introduce myself to families and to hear directly from parents about the district's strengths, areas that may be in need of improvement, and any barriers to successful education engagement that families are experiencing.

Weeks 4-15

ITEM 23

Time Frame

Attend at least one School Advisory Council meeting every month to personally introduce myself to members and to hear directly from parents the district's strengths, areas that may be in need of improvement, and any barriers to successful education engagement that families are experiencing.

Weeks 4-15

ITEM 24

Time Frame

Attend one Seminole County Council PTA meeting.

Weeks 4-8



SCPS COMMUNITY

ITEM 25	Time Frame
Send a letter of introduction to all Seminole County elected officials and follow-up to schedule individual meetings for in-person introductions.	Week 1
ITEM 26	Time Frame
Send a letter of introduction to Seminole County parents and employees that includes a survey to gather community input.	Week 2
ITEM 27	Time Frame
Meet with the Superintendent's Medical Advisory Committee.	By Week 4
ITEM 28	Time Frame
Meet with the Sheriff, SCPS School Safety and Security Director, and local Chiefs of Police to discuss the ongoing success of the School Resource Officer program and all other relevant school safety issues.	Weeks 4-8
ITEM 29	Time Frame
Attend all Executive Advisory Group meetings to dialogue with relevant county officials regarding the ongoing global pandemic and the impacts in Seminole County.	As Scheduled
ITEM 30	Time Frame
Investigate all available programs for new superintendents offered by the Florida Association of District School Superintendents and enroll in appropriate program(s).	Weeks 1-15
ITEM 31	Time Frame
Meet with my assigned superintendent mentor at least twice per week.	Weeks 2-15



PROFESSIONAL EXPERIENCE

Seminole County Public Schools Attorney

2004-Present

School Board Attorney/Executive Director of Legal Services Department, 2015 - Present
Staff Counsel, 2004-2015

- Provide preventative legal counsel to the School Board, Superintendent, and senior administrative staff of an A-rated school district serving 67,000 students and employing 9,000+ employees.
- Contributor to Seminole County Public Schools Strategic Plan, Student Progression Plan, Student Conduct & Discipline Code, Discipline Procedures Manual, and 2020-2021 Reopening Plan.
- Supervise the drafting of policies, administrative procedures, resolutions, education applications, and all legal documents relating to instructional initiatives and the operation of the school district.
- Oversee and manage all matters involving the School Board or Superintendent in federal and state court litigation and administrative proceedings.
- Provide counsel to the school district's Human Resources team on all employee relations issues including collective bargaining matters.
- Facilitate collaborative working relationships with the Department of Children and Families, Community Based Care of Seminole, Inc. (now Embrace Families), and the Seminole County Sheriff's Office regarding the agencies' roles in employee training, child abuse investigations, and providing support to students experiencing trauma.

Associate Attorney

2000-2004

Foley Lardner LLP, Orlando, Florida, 2003-2004

Womble, Carlyle, Sandridge & Rice, PLLC, Atlanta, Georgia, 2000-2003

Carlton, Fields, Ward, Emmanuel, Smith & Cutler, P.A., Miami, Florida, 1999 (Summer Associate)

- Engaged in commercial and intellectual property litigation.

Admissions Counselor

1996-1997

Stetson University, Deland, Florida

- Recruited high school students interested in enrolling in Stetson University and assisted in determining final approvals for university admission.

Community Involvement & Professional Activities

- Member of the School Board of Seminole County's Equity Advisory Committee, 2020
- Panelist for Seminole State College Law Day, 2019
- Presenter for League of Women forum on changes in public education involving charter schools (2013) and the Journey to Unitary Status in Seminole County Public Schools (2019)
- Member of School Environmental Safety Incident Report (SES IR) Workgroup, 2019
- Graduate of Leadership Seminole (Class #25), 2017
- Panelist for the Seminole County Youth Summit, 2015
- Annual presenter to Lyman High School students enrolled in the Academy of Teaching, Learning and Leading on the topics of education law that impact teachers, students and curricula, 2015-2018
- Coach for the Seminole High School Student Mock Trial Team, 2005-2007
- Florida School Board Attorneys Association, Member, 2004- present
- Florida Bar, Education Law Committee, Member, 2014-2015
- National Council of School Attorneys, Member, 2015-present
- American Educational Research Association, Member, 2019-present
- Association for Supervision and Curriculum Development, Member, 2020-present.

Education & Certification/Licensure

May 2000	Florida State College of Law Juris Doctor, Cum Laude	Tallahassee, Florida
May 1996	Stetson University Bachelor of Arts in Political Science	Deland, Florida
May 2011	Florida Bar Board Certified Specialist - Education Law <i>One of 52 attorneys recognized by the Florida Bar as an expert in Education Law</i>	
February 2004	Florida State Bar License	



SERITA D. BEAMON, ESQ



SERITA D. BEAMON, ESQ

Exhibit G5 - **ILLINOIS WATCH DOGS ARTICLE**

https://edgarcountywatchdogs.com/2021/06/lone-seminole-county-school-board-member-gets-it-failures-exposed-in-superintendent-selection-process/?fbclid=IwAR1IboSo9szAvsfbhCud8yZuwQefJLPFkgjqDpuH_NS2QV4bkN3uh7op9FY

Lone Seminole County School Board Member Gets It - Failures Exposed in Superintendent Selection Process

BY KIRK ALLEN & JOHN KRAFT ON [June 29, 2021](#)

Seminole Co., Florida -

Schools are supposed to be in place for educational purposes. What did the students learn from the recent events involving the hiring of a new School Superintendent? We pose this question because of one board member's comments.

"I have reached the conclusion that, as a body, we have failed my kids, and we have failed your kids." ([Amy Pennock - Seminole County School Board Member](#))

We agree with Ms. Pennock's statement above and while she does raise numerous other concerns, we are going to focus on the troubling findings in our short time looking into the school's process of hiring a new Superintendent and explain how those actions tie directly to the above comment from board member Pennock.

School boards adopt policies. Those policies are supposed to be enforced and followed. When they are not enforced and followed it points to a disregard for the rules, a common problem in today's society.

The [School board adopted Robert's Rules of Order](#). The school board violated their policy when they voted to rescind the vote where a candidate for superintendent was hired. Violated, because Robert's Rules of Order 35:6 (c) forbids rescinding a vote when the person elected was officially notified of the action. Even if a vote to rescind was allowed, in the situation at Seminole County, it would require a 2/3rds vote to pass, which it did not, yet the school legal counsel said it could be done. ([minutes from the meeting](#))

The messages sent to students and taxpayers in this district?

- *The School Board is not bound by any policy*
- *Conflicts of interest don't matter - The legal counsel for the board provided legal advice, deficient in our opinion, that directly benefited his superior.*

The [requirements for the next superintendent](#) listed two key items.

- *Master's Degree required; earned doctorate degree from an accredited college or university is preferred.*

- *Ten years of successful administration/managerial experience required.*

The person now hired, Sarita Beamon, does not have a Master's Degree according to her [candidate application](#). While she does have a *Juris Doctorate*, that is not the same as a Masters or Doctorate Degree. Nor does her application appear to disclose ten years of administration/managerial experience, successful or otherwise.

The message sent to students and taxpayers in this district?

- *Criteria for hiring does not matter.*

The [board policy on employment of the Superintendent](#) has an interesting paragraph worth noting.

"Any candidate's intentional misstatement of fact material to his/her qualifications for employment or the determination of his/her salary shall be considered by this Board to constitute grounds for his/her dismissal. "

Ms. Beamon states a fact material to her qualifications on [her application](#).

"Florida Bar Board Certified Specialist - Education Law

One of 52 attorneys recognized by the Florida Bar as an expert in Education Law"

Did the Florida Bar recognize her as an expert in Education law? We say no, they did not.

What they recognize regarding Ms. Beamon is she is **Board Certified** in Education Law. By claiming the Florida Bar recognized her as an expert it appears to misrepresent the plain language from the Bar. *"Board-certified attorneys are the only Florida lawyers allowed to **identify themselves** as Florida Bar Board Certified "specialists" or "experts" or to use "B.C.S." to indicate Board Certified Specialist."*

We raised this issue directly with Ms. Beamon and she has refused to answer our questions. Specifically, we asked, *"Isn't it true the Florida Bar only recognizes you as **Board Certified**, which allows you to identify as an expert"?"*

Prior to publication, we gave her another chance to answer our questions on this matter and last night we received this response, which you will see has nothing to do with the question we raised.

"On Monday, March 1, 2021, the School Board of Seminole County, Inc. voted to select Serita Beamon as the new Superintendent for Seminole County Public Schools (SCPS). Mrs. Beamon has more than 16-years of experience with SCPS, previously serving as the School Board Attorney/Executive Director of Legal Services and has been a part of SCPS Superintendent Dr. Walt Griffin's District Leadership Team (Cabinet) for many years. She officially becomes the 11th Superintendent for the district and begins her tenure on July 1, 2021."

We also gave her a chance to respond to *Uniserv Executive Director Chardo Richardson's* quote found in [this article](#).

"Uniserv Executive Director Chardo Richardson was on the search committee and was one of the 21 members who made a recommendation. All 21 supported Beamon, whereas only 13 endorsed Farnsworth."

"She was recognized by the Florida Bar as one of the top leading experts," Richardson details from his Altamonte office. "I believe she was top 56 in the state of Florida leading experts in public education law."

Ms. Beamon refused to respond; however, we did receive a response to the above, through the school media person.

"In response to your recent email inquiry to Mrs. Beamon, you'll need to follow-up with Mr. Richardson regarding any statements or claims he made as we wouldn't be able to substantiate any claims, interpretation, or context of an interview we weren't part of."

So not only is Ms. Beamon not willing to answer our questions, she refuses to repudiate what is clearly a false claim by Mr. Richardson, a member of the search committee who supported her hiring. We reached out to Mr. Richardson but have not received any response.

So there is no confusion, the Florida Bar does not 'rate' the Board-Certified attorneys in Florida. So, for Mr. Richardson to claim he believes she was top 56 in the state raises the question as to why he believes something that is clearly not true. Where would he draw the opinion Ms. Beamon is recognized by the Florida Bar as one of the top leading experts? Was it from her application which appears to misrepresent the truth of the matter?

In communicating my concerns on this matter to the Florida Bar, they pointed me to the Florida Rule [4-7.14 POTENTIALLY MISLEADING ADVERTISEMENTS](#), the applicable portion below.

RULE 4-7.14 POTENTIALLY MISLEADING ADVERTISEMENTS. A lawyer may not engage in potentially misleading advertising. (a) Potentially Misleading Advertisements. Potentially misleading advertisements include, but are not limited to:

*(1) **advertisements that are subject to varying reasonable interpretations, 1 or more of which would be materially misleading when considered in the relevant context***

*(2) **advertisements that are literally accurate, but could reasonably mislead a prospective client regarding a material fact;***

While we agree Ms. Beamon is Board Certified by the Florida Bar in Education Law, we do not agree that the Florida Bar recognizes her as an expert. While her application may be literally accurate as it relates to being board certified, we believe claiming the Bar recognizes her as an expert could reasonably mislead the School Board and those on the search committee, such as

Chardo Richardson as evidenced by his false assertions. The way it is written appears to use the Florida Bar as an endorsement.

The message sent to the students and taxpayers of the district?

- You don't have to answer questions when you're in charge.
- You don't have to be clear on your job applications.
- It's OK to stay silent when others misrepresent the truth about your credentials.

As this relates to Mr. Farnsworth, the person first selected, we find one particular statement quoted from his letter in [this article](#) to be disturbing.

"Farnsworth wrote he "sat back in silence out of respect for the (hiring) process, though I have found (the board's) process to be terribly flawed."

Staying silent solves nothing. When you know a process is flawed, speak up. While Farnsworth clearly has a legal recourse he could take against the School Board, one must ask, do you want leaders that sit silent when they know things are broken?

That question applies to Beamon as well. Let's not forget, she was the legal counsel for the board and has said nothing to our knowledge about the violation of policy by the board she is supposed to be representing, nor has she been willing to correct false statements made by members of the search committee regarding her alleged recognition by the Florida Bar.

Ms. Pennock appears to be the lone board member who has recognized the importance of identifying failures that directly impact the future of this school district.

We agree with her call for a full investigation into the matter surrounding the hiring of the school's next superintendent, which we agree with Mr. Farnsworth, was terribly flawed.

Our suggestion to the School Board:

- Terminate your legal counsel, which in our opinion was a key factor contributing to the mess you find yourselves in.
- Question each board member under oath of perjury regarding discussions with other board members outside of a meeting, including emails, texts, and phone calls.
- Consider following your own policy on the employment of the Superintendent and determine whether or not misrepresentations were made on the applications.

Failure to address these matters is sure to teach the students that rules don't matter.

EXHIBIT G6 - SCPS BUDGET

TOTAL ALL FUNDS	INTERNAL SERVICE	TOTAL WITH INTERNAL SVC.
\$ 6,151,825	\$ -	\$ 6,151,825
119,258,302	-	119,258,302
324,002,631	-	324,002,631
282,601,705	72,673,721	355,275,426
732,014,463	72,673,721	804,688,184
48,231,868	-	48,231,868
208,460,283	78,656,434	287,116,717
	-	-
\$ 988,706,614	\$ 151,330,155	\$ 1,140,036,769

428,013,449	-	428,013,449
33,946,534	-	33,946,534
1,159,805	-	1,159,805
10,130,697	-	10,130,697
14,044,375	-	14,044,375
8,075,390	-	8,075,390
1,618,947	-	1,618,947
3,966,937	-	3,966,937
38,654,246	-	38,654,246
104,341,946	-	104,341,946
2,906,030	-	2,906,030
42,600,575	-	42,600,575
5,814,512	71,630,607	77,445,119
28,039,535	-	28,039,535
50,446,382	9,534,964	59,981,346
21,537,051	-	21,537,051
9,916,124	-	9,916,124
4,498,352	-	4,498,352
24,231,102	-	24,231,102
833,941,989	81,165,571	915,107,560
48,231,868	-	48,231,868
106,532,757	70,164,584	176,697,341
	-	-
\$ 988,706,614	\$ 151,330,155	\$ 1,140,036,769

SEMINOLE COUNTY PUBLIC SCHOOLS, FLORIDA

Position/Job Description

EXECUTIVE DIRECTOR, Legal Services

QUALIFICATIONS

- Member of the Florida Bar.
- Five (5) years legal experience.
- Florida Bar Board Certification in education law and state and federal government administrative law desired.

KNOWLEDGE, SKILLS, ABILITIES

- Knowledge of labor law, public employee bargaining, and school personnel law in Florida, as well as other state and federal laws pertaining to education.
- Knowledge of personnel evaluation protocol and other personnel procedures.
- Knowledge of Administrative Procedure Act and experience in Florida Statute 120.57 proceedings.
- Skill in human interaction and conflict management.
- Ability to plan, organize and prioritize.
- Ability to analyze, interpret, and use data in decision-making.
- Ability to communicate verbally and in writing with a variety of audiences.
- Ability to interpret policy and law.

SUPERVISION

REPORTS TO	Superintendent
SUPERVISES	Assigned Personnel, Associate School Board Attorney, outside counsel

POSITION GOAL

To provide direct, full-time professional legal counsel to the school system on school matters.

PERFORMANCE RESPONSIBILITIES

1. * Represent the School Board in federal and state court litigation as directed by School Board or Superintendent and represent the Superintendent or School Board in administrative proceedings as directed by the Superintendent or School Board.
2. * Advise the School Board, the Superintendent and District staff as directed by the Superintendent in matters of a legal or technical nature relating to the interpretation or application of statutes, charters, ordinances, contracts, and federal and state regulations.
3. * Prepare and render legal opinions upon request to the School Board, Superintendent and the staff as authorized.
4. * Provide legal assistance in the drafting of legal documents, rules and regulations, resolutions, applications, and all other legal or quasi-legal papers upon request and the review of contracts.
5. * Provide legal assistance in the drafting of state legislation proposed by the District for presentation to the State Legislature.
6. * Attend meetings of the Board as required.
7. * Maintain thorough and current knowledge of federal and state laws, rules and labor relations case law concerned with collective bargaining and employee relations.
8. * Develop and implement administrative staff development in relevant legal areas as requested.
9. * Serve as a source for informal, preventative legal counseling for administrative staff.
10. * Periodically review Board policies and administrative processes and advise the Superintendent on matters that need attention.
11. * Respond to inquiries from parents, the media, and the community regarding specific problems, disputes, and community issues as requested by the School Board, Superintendent, and/or staff.
12. * Supervise assigned personnel, conduct annual performance appraisals and make recommendations for appropriate employment action.
13. * Prepare or oversee the preparation of all required reports and maintain appropriate records.
14. * Provide leadership and direction for the assigned area(s) of responsibility.

EXECUTIVE DIRECTOR, Legal Services, Page 2

15. * Coordinate and supervise all private attorneys retained to represent the School Board and advise the School Board and staff in connection with the progress and status of matters handled by such private attorneys.
16. Perform other duties/tasks consistent with the goals and objectives of this position as assigned by the Superintendent and the School Board.

*Denotes essential job function/ADA

EQUIPMENT / MATERIALS

Standard Office Equipment

PHYSICAL REQUIREMENTS

Sedentary Work Exerting up to 10 pounds of force occasionally and/or a negligible amount of force frequently to lift, carry, push, pull or move objects. Sedentary work involves sitting most of the time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.

PHYSICAL ACTIVITIES

Sitting	Resting with the body supported by the buttocks or thighs.
Standing	Assuming an upright position on the feet particularly for sustained periods of time.
Walking	Moving about on foot to accomplish tasks, particularly for long distances.
Finger Dexterity	Picking, pinching, typing or otherwise working primarily with fingers rather than with the whole hand or arm.
Repetitive Motions	Substantial and continuous movements of the wrists, hands, and/or fingers.
Talking	Expressing or exchanging ideas by means of the spoken word. Those activities in which detailed or important spoken instructions must be conveyed accurately, loudly or quickly.
Hearing Acuity	The ability to perceive speech and other environmental sounds at normal loudness levels.
Visual Acuity	The power to see at a level which allows reading of numbers and text, operation of equipment, inspection of machines, etc.

WORKING CONDITIONS

Indoors The worker is subject to inside environmental conditions. There is protection from weather conditions but not necessarily from temperature changes.

TERMS OF EMPLOYMENT

PAY GRADE AO-01-A \$94,338 - \$144,712 District Salary Schedule	POSITION CODES PeopleSoft Position TBD Personnel Category 14 EEO-5 Line 44 Function 7100 Job Code 1423 Survey Code 71002	FLSA <input type="checkbox"/> Applicable <input checked="" type="checkbox"/> Not applicable ADA Information Provided by Position Description Prepared by	BOARD APPROVED April 22, 2014 August 28, 2001 March 28, 1995 Walt Griffin Walt Griffin
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**AGREEMENT FOR THE EMPLOYMENT OF THE SUPERINTENDENT
OF THE SCHOOL BOARD OF SEMINOLE COUNTY, FLORIDA**

This Agreement (hereinafter referred to as “AGREEMENT”) made and entered into this XX day of XX, 2021, by and between THE SCHOOL BOARD OF SEMINOLE COUNTY, FLORIDA, a body corporate existing under the law of the State of Florida, (hereinafter referred to as the “BOARD”) and Serita Duhart BEAMON (hereinafter referred to as “BEAMON”) specifically provides as follows:

1. TERM OF THE AGREEMENT

1.1. That the BOARD, in accordance with a motion duly adopted at its official meeting held on February 23, 2021, has the duly vested authority to employ and does hereby employ BEAMON, as its District Superintendent of Schools (hereinafter referred to as “Superintendent”), pursuant to Section 1001.50, Florida Statutes, commencing on April 1, 2021 and ending at midnight on June 30, 2024, unless automatically extended as provide in Section 5.1 of this agreement.

1.2 The BOARD and BEAMON mutually agree that during the aforesaid term of this AGREEMENT, BEAMON shall perform the duties of Superintendent in and for the School District of Seminole County, Florida, as prescribed by the Constitution, laws, and administrative rules of the State of Florida, policies of the BOARD, and the terms and conditions of this AGREEMENT.

2. PERFORMANCE OBJECTIVES/JOB RESPONSIBILITIES

2.1 BEAMON’S responsibilities, duties and functions shall include, but not be limited to, the following:

2.1.1 Serve as the Secretary to the BOARD and Chief Executive Officer of the School District as prescribed by Florida law and BOARD policy. BEAMON shall be delegated all powers and duties necessary to the efficient management and administration of the district to the fullest extent permitted by law, including the hiring, terminating, organizing, reorganizing, assigning, or reassigning of administrative staff of the district deemed necessary to effect positive change for students within the district and such other duties and responsibilities prescribed by Section 1001.51, Florida Statutes. BEAMON shall also be responsible for providing internal monitoring data and reports as required by BOARD policies.

2.1.2 Represent the interests of the BOARD and the District in day-to-day engagement with parents, other citizens, community organizations and governmental agencies.

2.1.3 Perform other duties and functions as assigned or required by BOARD policies and Florida and Federal laws.

3. EVALUATION

3.1 BEAMON'S annual evaluation shall be based on a periodic review of the BOARD'S priorities and goals. A copy of the most recent evaluation form presented to its Superintendent is attached as "Exhibit A," and shall serve as a model for future evaluations.

3.1.1 The BOARD shall advise BEAMON in writing of those areas of BEAMON'S performance deserving commendation, recommendation or needing improvement, prior to October 1, 2021 and prior to October 1 of each subsequent year during the term of this AGREEMENT. A copy of the final, written evaluation shall be provided to BOARD members and BEAMON. BOARD members may also meet individually with BEAMON to share their perspectives on the evaluation.

3.1.2 It shall be the sole responsibility of BEAMON to advise the BOARD of the appropriate timelines and to schedule the meetings necessary to complete the evaluation process in a timely manner.

4. COMPENSATION

4.1. Salary

4.1.1. Base salary. The annual salary for BEAMON, during the term of this AGREEMENT, shall be One Hundred Ninety and No/00 (\$190,000) per year. The base salary amount may be subject to annual review of the BOARD at the time administrators' salaries are reviewed but shall be no less than the initial salary under this AGREEMENT.

4.1.2 The base salary set forth in Section 4.1.1 shall be increased during the term of this Agreement, by the same percentage of the base salary as any increase on the base that is received by teachers pursuant to collective bargaining. Any such increase shall be retroactive to July 1 of the year in which such increase becomes applicable.

4.1.3 All payment shall be in equal installments at the same intervals as the district's other administrative personnel are paid.

4.1.4 The Superintendent's compensation and other benefits as herein established shall not be diminished by any provision of law hereinafter enacted by the State of Florida and in no event shall be less than the total compensation as determined hereby and in accordance with the laws of Florida in effect as of the effective day of this AGREEMENT.

4.1.5 If applicable, that portion of BEAMON'S annual compensation paid from state funds will not exceed limits set forth in section 1001.50(5), Florida Statutes. The balance of the Superintendent's annual compensation, if applicable, will be paid using income from local funding sources.

4.1.6 HEALTH INSURANCE BENEFITS: In addition to other benefits under this AGREEMENT, the BOARD shall provide to BEAMON, during the entire term of this AGREEMENT, such health, dental, vision, short- and long-term disability insurance, life insurance and other flexible benefits as are generally made available to 12-month administrative employees of the district. The cost of all such benefits shall be paid for by the BOARD to the extent that same are paid by the BOARD for other 12-month administrative employees. In addition, the BOARD shall offer the same health, dental and vision insurance benefits available to BEAMON'S eligible family members on the same basis as such benefits are offered to other 12-month administrative employees' family members.

4.2 ANNUITY: BOARD shall provide an annual contribution to a tax-sheltered annuity, chosen by BEAMON, and in her name, in the amount of Fifteen Thousand and No/100 Dollars (\$15,000.00) per year. Said contribution shall be made during the term of this AGREEMENT, to the specified tax-sheltered annuity, and concluding on the last day of BEAMON's employment. In the event that this AGREEMENT terminates before June 30th of the fiscal year, the annuity contribution shall be prorated for the terminating fiscal year.

4.3 ALLOWANCES

4.3.1 Automobile Expense: In order to assist and enhance BEAMON'S ability to perform her duties and responsibilities, the BOARD shall provide BEAMON Seven Hundred and Fifty Dollars (\$750) per month for the use of a personal automobile and insurance, maintenance, gas, and other expenses related thereto. Any costs or expenses related to the rental or lease of a motor vehicle for travel within the State of Florida shall be borne by BEAMON and shall not be separately reimbursed. BEAMON shall maintain an automobile for employment purposes.

4.3.2 Communication: In order to assist and enhance BEAMON'S ability to perform her duties and responsibilities, the BOARD shall provide BEAMON Eighty Dollars (\$80.00) per month toward the cost of her cell phone service.

4.3.3 Civic & Community Activity Expenses: The BOARD shall provide BEAMON an expense account, which shall be used for community and business-related expenses incurred while managing the Superintendent's duties. This amount may be increased by the parties upon mutual consent at any time during the year and will be paid in monthly installments in amounts not to exceed Three Thousand Six Hundred (\$3,600.00) Dollars per year without BOARD approval. This allowance will be adjusted as of July 1st each year during the term of this AGREEMENT based upon the year's CPI for urban consumers, not to exceed Six Hundred (\$600.00) Dollars per year. BEAMON shall provide all documentation, receipts, invoices, etc.,

on a monthly basis, to confirm that this expense account was used for the authorized purpose. BEAMON will prepare an annual reconciliation of these expenditures before July 31 of each year, for the preceding fiscal year. In the event that the reconciliation reveals that BEAMON spent less than the allocated expense amount paid to BEAMON for the purposes listed above, then BEAMON will reimburse the BOARD the difference between the amounts paid to BEAMON and the documented expenses under this subsection.

4.4 REIMBURSABLE EXPENSES: In order to assist and enhance BEAMON’S ability to perform her job responsibilities, to the extent permitted by law, the BOARD shall also pay or reimburse BEAMON for reimbursable expenses, such as per diem, lodging, non-vehicle (automobile) transportation, and the like incurred by BEAMON in the continuing performance of BEAMON'S duties under this AGREEMENT.

4.5 PROFESSIONAL MEETINGS AND ORGANIZATIONAL DUES: In support of the BOARD'S educational interests, BEAMON shall attend and participate in appropriate professional meetings at the local, state, and national levels with the reasonable expenses for such attendance (excluding automobile expense) to be borne by the BOARD in accord with the BOARD'S policies and state law, including membership fees and dues of BEAMON in such organizations as he deems appropriate to the performance of her duties. BEAMON may hold offices or accept responsibilities in these professional or educational organizations, provided that such responsibilities do not interfere with the performance of her duties as Superintendent. The BOARD shall pay the entire cost of BEAMON’S memberships in or engagements with the following organizations: Florida Association of District School Superintendents; American Association of School Administrators; Florida Association of School Administrators; and, such other professional or educational memberships as the BOARD and BEAMON determine are necessary to maintain or improve her professional knowledge and skills.

The cost of such professional and educational memberships shall be paid by the BOARD only to the extent permitted by law and upon proper submission of invoices for reimbursement or payment of such fees and dues.

4.6 FLORIDA RETIREMENT SYSTEM: BEAMON shall be eligible to participate in the Florida Retirement System (FRS). BOARD shall contribute to the FRS as required by law including the provisions of Section 121.055, Florida Statutes, which currently provides that participation in the Senior Management class is compulsory for all appointed school superintendents. In the event that Senior Management Service Class ceases to be compulsory for appointed district school superintendents, BOARD agrees to continue to maintain BEAMON in membership in the Senior Management Service Class unless prohibited by law or in the event Senior Management Service Class ceases to exist.

5. CONTRACT PERFORMANCE AND OTHER INCENTIVES

5.1 BEAMON shall be eligible for a performance incentive component to her compensation that shall be based on an amount not to exceed five percent (5%) of BEAMON'S annual salary to be awarded in percentages and dependent upon the performance ratings in the written evaluation done by the BOARD no later than October 1 of each year as follows:

Summative Rating	Impact on Term of Contract
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Unsatisfactory	No performance bonus
Needs Improvement	No performance bonus
Effective	Performance bonus of 3% of base salary Automatic one year extension of the AGREEMENT
Highly Effective	Performance bonus of 5% of base salary Automatic one year extension of the AGREEMENT

If an automatic AGREEMENT extension is earned, this AGREEMENT shall be extended for a period or term of an additional (1) year for each such applicable performance evaluation. The performance incentive, unless otherwise agreed to by the Parties, shall be due and payable within 90 days of the date of delivery of the final, written evaluation to BEAMON by the BOARD pursuant to the provisions in Section 3 herein.

6. LEAVE AND OTHER DAYS OF PAID NON-SERVICE

6.1 VACATION LEAVE. BEAMON shall accrue annual vacation leave at the rate allowed for 12-month administrative employees of the district, which presently is 1.5 days per month. BEAMON may accumulate unused annual vacation leave and carry the same over to the following fiscal year pursuant to BOARD Policy 1430.06, or any successor policies. On June 30, 2021, and each June 30th thereafter, BEAMON has the option to convert a maximum of fifteen (15) days of unused vacation time per year to paid days. This option to convert must be exercised by June 30th of each year, with the applicable payment to be made within thirty (30) days thereafter. The amount of payment for each converted vacation day shall be calculated based upon BEAMON's then current salary divided by two hundred fifty-eight days, which is the approximate number of work days throughout each year upon which the Superintendent's salary is based.

6.2 SICK LEAVE: BEAMON shall accrue sick leave as provided by Florida law and BOARD Policy 1430.03 or any successor policy, which is presently one (1) day per month. On June 30, 2021, and each June 30th thereafter, BEAMON has the option to sell the balance of the

accumulated sick leave that is earned for that year and is unused pursuant to 1012.61 (2)(a)(3), Fla. Stat. The daily rate of pay applicable to any such payment shall be the maximum amount allowable pursuant to §1012.61(2)(a)(3), Fla. Stat.

6.3 HOLIDAYS: BEAMON shall be entitled to the same paid holidays as those provided to the 12-month administrative employees of the district.

7. ADDITIONAL PROFESSIONAL DEVELOPMENT ACTIVITIES

7.1 BEAMON may engage in additional, outside professional development activities, including teaching, consulting, speaking, writing, and participating in professional associations related to education or business, provided said activities do not interfere with BEAMON'S duties and to the extent that same does not violate § 112.311 et seq., Fla. Stat. Code of Ethics for Public Officers and Employees. Any compensated consulting work undertaken by BEAMON must be performed using BEAMON'S annual leave time, personal leave time, holidays or other non-duty time. BEAMON shall disclose to the BOARD, in writing, any consulting work in advance of performing the same. BOARD shall not be responsible for reimbursement of any expenses, including any reasonable per diem for meals and travel. It is also agreed that unpaid consulting work for districts or organizations identified in 4.7 shall be considered professional development or temporary duty leave, due to positive exposure for the district or experiences that would enhance BEAMON'S performance of district responsibilities.

8. BOARD/SUPERINTENDENT RELATIONS

8.1 BEAMON and the BOARD agree to work with one another in compliance with BOARD policy and in so doing, BEAMON shall advise and counsel with the BOARD.

8.2 Administrative responsibility and commensurate authority for administering the school system on a day-to-day basis will be delegated by the BOARD to BEAMON to the extent permitted by law.

8.3 The BOARD recognizes that it is a collective body and each BOARD member recognizes that her power as a BOARD member is derived from the collective deliberation and action of the BOARD as a whole in a duly-constituted meeting and that there is no individual authority to give direction to BEAMON or any SCPS staff member regarding the management of the district or the solution of specific problems.

8.4 It is agreed that the BOARD, individually and collectively, will refer promptly to BEAMON for study and recommendation, criticism, complaints and suggestions brought to the attention of the BOARD or any member thereof.

9. TERMINATION AND NON-RENEWAL

9.1 TERMINATION WITHOUT CAUSE: BOARD may remove BEAMON from the position of Superintendent at any time during this AGREEMENT without any reason, upon an affirmative vote of a majority of the BOARD'S members. Nothing in this AGREEMENT shall prevent the BOARD from exercising its discretion to terminate this AGREEMENT and the services of BEAMON, upon an affirmative vote of a majority of the BOARD'S members. BEAMON shall receive ninety (90) days written notice of any such determination by the BOARD to terminate this AGREEMENT. BEAMON expressly waives any right he might otherwise have to object to the reasons for her termination, prior notice and/or a hearing in

connection with the termination of her employment, except as expressly provided in this AGREEMENT.

9.2. SEVERANCE COMPENSATION: In the event that BEAMON is terminated without cause by the BOARD pursuant to 9.1, BOARD agrees to pay BEAMON the maximum sum that is permitted by §§ 215.425 and 1001.50(2), Fla. Stat. (2012). All compensation paid by BOARD to BEAMON pursuant to these provisions shall be considered liquidated damages.

9.3 TERMINATION FOR CAUSE: BEAMON may be dismissed for cause from her employment for conduct which is seriously prejudicial to the BOARD or the School District including, without limitation, willful neglect of duty; material breach of AGREEMENT; violation of the Code of Ethics applicable to members of the teaching profession in Florida; violation of the Code of Ethics prescribed by Chapter 112, Florida Statutes (as amended); conduct precluded by Rules 6B-1.001, 6B-1.006 and 6B-4.009, Florida Administrative Code (as amended); or for "just cause" as determined by Section 1012.33, Florida Statutes (as amended). Notice of termination for cause shall be given in writing and BEAMON shall be entitled to such due process rights as provided by state law and BOARD policy. If this AGREEMENT is terminated for cause, BEAMON'S term of office shall immediately cease. If terminated for cause, BEAMON shall be ineligible for any other compensation or benefits. However, BEAMON is entitled, upon termination for cause, to payment for any earned, accrued and unused leave to the extent permitted by BOARD policy.

9.4 BENEFITS UPON TERMINATION: In the event of termination of this AGREEMENT, BEAMON'S medical insurance will be addressed in accordance with any federal law, state laws and state regulations in effect at the time of termination.

9.5 INCAPACITY: In the event that BEAMON becomes unable to perform any or all of her duties with reasonable accommodations under this AGREEMENT due to illness, accident or other cause beyond her control, and if said inability continues for a period of more than thirty (30) consecutive days, BOARD may, in its sole discretion, appoint an Acting Superintendent to fulfill the duties and responsibilities of BEAMON under this AGREEMENT. If such disability continues for more than ninety (90) consecutive days, the BOARD may, in its sole discretion and upon an affirmative vote of a majority of its members, terminate this AGREEMENT whereupon the respective duties, rights and obligations of the Parties shall terminate including any obligations for severance pay contained in Section 9.2 hereof. In the event of termination due to disability, BEAMON shall continue to receive the salary and benefits provided in this AGREEMENT for a period of ninety (90) days from the date BEAMON is terminated. The BOARD'S decision and determination as to the disability of BEAMON shall be final and shall be based upon the opinion of a licensed medical physician. BEAMON hereby consents to a medical examination as requested by the BOARD pursuant to this provision or in the alternative to produce sufficient documentation to determine the nature of the absence or incapacity. The Parties agree that the BOARD may select the licensed physician who will perform any such medical examination.

9.6 RESIGNATION: If BEAMON should at any time elect to resign her position as Superintendent, he agrees to provide the BOARD not less than ninety (90) days prior written notice of such resignation. After ninety (90) days following the delivery of such notice to the BOARD, in accordance with the notice provisions of this AGREEMENT, this AGREEMENT and all rights and obligations created hereunder shall terminate, unless the BOARD elects to

terminate the AGREEMENT earlier or unless the Parties mutually agree to a different date of resignation. Absent such mutual agreement or a vote by the BOARD to terminate this agreement earlier, such written resignation shall become effective on the 90th day after its delivery to the BOARD and shall become final. Without regard to whether it was accepted or not by the BOARD, such written resignation may not be withdrawn or revoked by BEAMON without the consent and agreement of the BOARD through a properly adopted motion by the BOARD at a regularly scheduled meeting. All salaries and other benefits which are or would be payable or accrue to BEAMON under this AGREEMENT shall be prorated as of the effective date of the resignation. BEAMON shall be entitled for any earned, accrued and unused leave. BEAMON shall also be entitled to payment for any performance incentives earned through the date notice of the resignation was served to the BOARD.

9.7 BENEFITS UPON RETIREMENT OR DEATH: This AGREEMENT shall be terminated upon the retirement or death of BEAMON. If termination is as a result of death, BEAMON'S estate or designated beneficiaries shall be entitled to receive such benefits under any death benefit plan that may be in effect for employees of the district in which BEAMON participated and any salary, reimbursement, performance incentives, earned, accrued and unused leave or benefits, and any other payments due and owing under this AGREEMENT as of the date of death. If termination is the result of BEAMON'S retirement, BEAMON shall be entitled to any salary, reimbursements, performance incentives, earned, accrued and unused leave or benefits, and any other payments due and owing under this AGREEMENT as of the date of retirement.

9.8 MUTUAL AGREEMENT: This AGREEMENT may be terminated by mutual agreement of BEAMON and the BOARD, in writing, upon mutually agreed upon terms and conditions. If termination is by mutual agreement, BEAMON shall be entitled to any salary, reimbursements, performance incentives, earned, accrued and unused leave or benefits, and any other payments due and owing under this AGREEMENT as of the termination date. Termination under this provision does not require BOARD payment of any or all of the severance pay to be paid by the BOARD pursuant to Section 9.2 herein, unless expressly agreed to by the Parties at the time of mutual separation.

10. GENERAL CONDITIONS

10.1 PLACE OF PERFORMANCE: All obligations of the BOARD under the terms of this AGREEMENT are reasonably susceptible of being performed in Seminole County, Florida and shall be payable and performable in Seminole County, Florida.

10.2 SOVEREIGN IMMUNITY: Nothing herein is intended to serve as a waiver by BOARD or BEAMON of sovereign immunity or of any rights under § 768.28, Florida Statutes.

10.3 NO THIRD PARTIES: The Parties expressly acknowledge that it is not their intent to create or confer any rights or obligations in or upon any third person or entity under this AGREEMENT. None of the Parties intend to directly or substantially benefit a third party by this AGREEMENT. The Parties agree that there are no third-party beneficiaries to this AGREEMENT and that no third party shall be entitled to assert a claim against any of the Parties based upon this AGREEMENT. Nothing herein shall be construed as consent by either party to be sued by third Parties in any matter arising out of any contract.

10.4 INDEMNIFICATION OF SUPERINTENDENT: In accordance with § 1012.26 Florida Statutes, the BOARD agrees that it shall indemnify, defend and hold harmless BEAMON to the fullest extent permitted by applicable law from and against any and all liabilities, costs, claims and expenses, including without limitation, all costs and expenses incurred in defense of litigation or any administrative proceeding or action, including attorneys' fees and costs, arising out of the employment of BEAMON, or as a result of her serving as Superintendent, except to the extent arising out of or based on her gross negligence, willful misconduct, bad faith, with malicious purpose, conduct in any manner exhibiting wanton and willful disregard of human rights, safety, or property or as a result of the willful or wanton neglect of duty as Superintendent. BEAMON shall have the right to select counsel to represent him in any such civil or criminal action, subject to the Board's approval. This provision shall survive termination of this AGREEMENT.

10.5 NON-DISCRIMINATION: The Parties shall not discriminate against any employee or participant in the performance of the duties, responsibilities and obligations under this AGREEMENT because of race, color, religion, sex, national origin, disability, age, or marital status.

10.6 ENTIRE AGREEMENT: This AGREEMENT constitutes the entire agreement between the Parties pertaining to the subject matter hereof and is the final, complete and exclusive expression of the terms and conditions of their agreement. Any and all prior agreements, representations, negotiations and understandings made by the Parties, oral and written, express or implied, are hereby superseded and merged herein. Accordingly, the Parties agree that no deviation from the terms hereof shall be predicated upon any prior representations or agreements, whether oral or written.

10.7 AMENDMENTS: Any amendment, modifications, or variations from the terms of this AGREEMENT shall be in writing, shall be effective only upon approval of such amendment, modification, or variation by the BOARD and BEAMON, and shall not operate as a termination of this AGREEMENT.

10.8 AGREEMENT PREPARATION: The Parties acknowledge that they have sought and obtained whatever competent advice and counsel as was necessary for each of them to form a full and complete understanding of all rights and obligations herein, and that the preparation of this AGREEMENT has been their joint effort. This AGREEMENT contains the Parties' mutual expressions and the resulting document shall not, solely as a matter of judicial construction, be construed more severely against one of the Parties than the other.

10.9 BINDING EFFECT: This AGREEMENT shall be binding upon and inure to the benefit of the Parties hereto and any respective successors.

10.10 WAIVER The Parties agree that each requirement, duty and obligation set forth herein is substantial and important to the formation of this AGREEMENT and, therefore, is a material term hereof. Any Party's failure to enforce any provision of this AGREEMENT shall not be deemed a waiver of such provision or modification of this AGREEMENT. A waiver of any breach of a provision of this AGREEMENT shall not be deemed a waiver of any subsequent breach and shall not be construed to be a modification of the terms of this AGREEMENT.

10.11 GOVERNING LAW: This AGREEMENT shall be interpreted and construed in accordance with and governed by the laws of the State of Florida. Venue for any cause of action shall be in the Eighteenth Judicial Circuit of Seminole County, Florida.

10.12 LEGAL COMPLIANCE: Each Party shall comply with all applicable federal and state laws, codes, rules and regulations in performing its duties, responsibilities and obligations pursuant to this AGREEMENT. Furthermore, any provisions of this AGREEMENT which do not comply with the laws of the State of Florida in existence, from time to time, during the term of this AGREEMENT shall be deemed amended to comply with such laws.

10.13 SEVERABILITY: Should any provision of this AGREEMENT be invalid, illegal, unlawful, unenforceable or void in any respect, the surviving provisions of this AGREEMENT shall nevertheless be effective and binding on all Parties.

10.14 MEDIATION: The Parties agree that in the event they cannot resolve a dispute hereunder, they shall, prior to filing any lawsuit, mutually participate in mediation, to be conducted by a certified Florida Circuit Court mediator, who shall be mutually selected and whose fees and costs shall be equally divided between the Parties.

10.15 ASSIGNMENT: Neither this AGREEMENT nor any interest herein may be assigned, transferred or encumbered by any Party. There shall be no partial assignments of this AGREEMENT including, without limitation, the partial assignment of any right to receive payments from the BOARD.

10.16 FORCE MAJEURE: Neither party shall be obligated to perform any duty, requirement or obligation under this AGREEMENT if such performance is prevented by fire, hurricane, earthquake, explosion, wars, sabotage, accident, flood, acts of God, strikes, or other labor disputes, riot or civil commotions, or by reason of any of this matter or condition beyond the control of either party, and which cannot be overcome by reasonable diligence and without unusual expense ("Force Majeure"). In no event shall a lack of funds on the part of either Party be deemed Force Majeure.

10.17 CAPTIONS: The captions, section numbers, article numbers, title and headings appearing in this AGREEMENT are inserted only as a matter of convenience and in no way define, limit, construe or describe the scope or intent of such articles or sections of this AGREEMENT, nor in any way effect this AGREEMENT and shall not be construed to create a conflict with the provisions of this AGREEMENT.

10.18 AUTHORITY: Each person signing this AGREEMENT, on behalf of either Party, individually warrants that he or she has full legal power to execute this AGREEMENT on behalf of the Party for whom he or she is signing, and to bind and obligate such Party with respect to all provisions contained in this AGREEMENT.

10.19 STATE FUNDING: BEAMON'S salary, performance incentives and benefits paid for by state funds shall be limited as prescribed in Section 1001.50, Florida Statutes. BOARD shall be responsible for identifying additional sources of funding for any amounts due and owing to BEAMON under the terms of this AGREEMENT that are in excess of the limits prescribed by Section 1001.50, Florida Statutes.

10.20 NOTICE: When any of the Parties desire to give notice to the other, such notice must be in writing, sent by U.S. Mail, postage prepaid, addressed to the party for whom it is intended at the place last specified. The place for giving notice shall remain such until it is changed by

written notice in compliance with the provisions of this paragraph. For the present, the Parties designate the following as the respective places for giving notice:

To BOARD: School Board of Seminole County
Attn: School Board Chairman
Educational Support Center
400 East Lake Mary Boulevard
Sanford, Florida 32773-7127

With a Copy to: Executive Director, Legal Services
Educational Support Center
400 East Lake Mary Boulevard
Sanford, Florida 32773-7127

To BEAMON: Serita Duhart Beamon
Educational Support Center
400 East Lake Mary Boulevard
Sanford, Florida 32773-7127

10.21 Venue: Venue for any action at law or equity arising out of this AGREEMENT, Including, but not limited to, action for enforcement or breach of this AGREEMENT shall be brought in the County or Circuit Court of Seminole County, Florida or the U.S. District Court for the Middle District of Florida, as appropriate.

IN WITNESS WHEREOF, the parties having caused this Amendment to be duly executed on the respective dates hereinafter shown.

THE SCHOOL BOARD OF SEMINOLE

ATTEST:

COUNTY, FLORIDA

By: _____

By: _____

Karen Almond, Chairman

Clerk to the Seminole County School Board

Date: _____, 2021

Date: _____, 2021

By: _____

Serita Duhart Beamon, Superintendent

Date: _____, 2021

Exhibit H1 - **BOARD MEMBER PENNOCK STATEMENT**

Statement during public meeting on 3/23

I've had many conversations with community members over the past two weeks, one of which stands out with me, in which if this board, or myself, does not discuss the timeline of the process, and identify where I believe there have been deviations from a fair, balanced and transparent process, then I am just as complicit as the rest. Therefore, I would like to address the timeline that I went through. I am only speaking on behalf of myself, not as the entirety of this board:

I have no additions to the timeline presented on the Superintendent Search Timeline document prior to the December 15, 2020 School Board meeting, at which time the Search Committee presented the Board with 5 recommended candidates to move forward with. We accepted those 5 candidates; the Search Committee was released from Sunshine Laws and each member began to do our own due diligence. It was at this time during my due diligence that I found out that there had been calls made to members of the Search Committee by the current Superintendent to advocate for one candidate, for which I believe tainted the process. I proceeded to review provided documents, search public records and make public records requests. Through this process, I narrowed my candidate choice to two individuals.

At the January 19, 2021 School Board meeting, the candidates were narrowed down to two individuals. Mr. Farnsworth and Mrs. Beamon. After this meeting I did further due diligence by requesting feedback from individuals who had not provided letters of recommendation. I received red flags on each candidate, however one outweighed the other, I vowed to remain open minded during the interview process. It was also brought up -to speed up the process of hiring the candidate, at which time I also expressed my concern about the optics of this. Rather than interviewing Feb 17/18 and final voting on Feb 23rd, we moved the interviews up to one day, Feb 8, with the final vote to happen on Feb 9.

February 8, 2021, the Candidates were interviewed in a group setting, then one on one with each of us. I used my experience and business acumen in leadership and human resources, the information gathered during this process and how the candidates responded in their interviews to base my decision on how to vote for our next Superintendent.

February 9, 2021 School Board meeting was held, at which time, by 3-2 vote, Mr. Farnsworth was selected, announcements went out, and we voted to authorize the chairman to negotiate the employment contract with the newly selected superintendent.

Between February 10 and February 15, Mrs. Sanchez called me in a very upset voice, indicating that the current Superintendent had called her and was irate in manner, expressing his anger in her on her vote. I did not receive such a call.

February 23, 2021, prior to the School Board meeting, I was informed by Dr. Griffin that there was a potential that that night's meeting would look different, please talk to the Board Clerk. The Board clerk informed me that there was going to be a time right before public comment to allow board members to speak, not giving any context as to why. That night at the board meeting, prior to the Public Comment, the Board Chair opened the Dais for comment. It was at that point that Dr. Calderone made the motion to rescind the vote for the Superintendent and allow for discussion, which did not happen at that meeting, but at the following meeting. Her concern was that we did not have an in-depth dialogue nor did we show full support for one candidate with a 5-0 vote.

March 1, 2021 School Board meeting we had generous public comment, and in-depth dialogue between the board members on why we voted the way we did. Called for a vote, which resulted in a 3-2 vote for Mrs. Beamon. I am still unclear as to why Dr. Calderone changed her vote, or why she did not press for a 5-0 vote at this time, and think that a clarification would help heal this board and community. We did not vote to authorize the School Board Chairman to negotiate an employment contract with the newly selected Superintendent. I questioned this with the board clerk who researched and was told that because we voted on it previously, we did not need to vote on this again. I am still unclear if this is something we should have voted on or not.

March 9, 2021, at the point in the School Board meeting for which each member gives a committee update, Mrs. Kraus requested in the spirit of full disclosure, for our CFO to read out of context, audit comments related to two counties that the previous candidate worked for. I would like a better understanding of why this was brought up, and think that an explanation would also help heal this board and community and provide clarity to those two counties as to why it was necessary.

We all have received countless emails from parents and community members expressing their dismay of this process, our transparency and that the end result is setting up the new superintendent for failure before they begin. It is for this reason, I would like to make a motion to follow our policy number 8141-Mandatory Reporting of Misconduct and request a full review of this entire process be made, by outside counsel, to determine if there was or was not wrong doing or Sunshine Violations on the part of any of us, including myself.

(THEN: **If this is agreed upon,**) I would like to motion to table the approve the superintendent's contract until this review is completed so that we can enter into the agreement knowing that we have done right by our community

EXHIBIT H2 - CHAIN OF EMAILS

Dear Vice-Chair Pennock,

Please see the attached letter regarding recent behavior and discourse relating to SCPS Superintendent transition.

From: Dan Smith
President Seminole Education Association
813 Orienta Avenue
Altamonte Springs FL 32701



March 11, 2021

To: Amy Pennock
Vice-Chair Seminole County School Board
Seminole County Public Schools
400 East Lake Mary Blvd.
Sanford, FL 32773

Dear Vice-Chair Pennock,

I am writing to you to express my concern over the letters that were written recently; one by Mr. Chad Farnsworth, and one by you that have been circulating around Seminole County in the past 24 hours. I can understand Mr. Farnsworth's writing his letter and circulating it as Mr. Farnsworth suffered both professional and public humiliation over our district's handling of the Superintendent hire. Mr. Farnsworth's situation was tragic, and I hope that I or any professional that I know and admire, will never have to experience what Mr. Farnsworth has these past weeks.

Ms. Pennock, I am frankly outraged that you would write, and then publicly post, a letter with such divisive rhetoric. You are an elected member of the Seminole County School Board. You are one of a five-person governing board that is responsible for the education and welfare of Seminole County's children. We do not have five 1-person school boards, we have one 5-person school board. It is your duty to work with the other members of the school board to do what is best for Seminole's children, parents, and the community. If you felt so strongly that Seminole's School Board failed the community, then you should have said so on Tuesday night at the School Board meeting.

The only way any school board can operate effectively, is if the board has the trust of the community, the trust of the parents, the trust of the employees. By posting your letter to the public as you did, you have turned trust into a "have or have not" virtue. Your letter to the public has made trust a divisive issue. By suggesting that the search start over, you will never have the trust of all groups of this community.

Please understand Ms. Pennock, that I do not fault you with the Superintendent search mess that the district is experiencing. There were some mistakes made by the board, but we have to get past the mistakes and not keep a spotlight on the mistakes. Your rhetoric "pours gas on this fire".

I personally supported both Mr. Farnsworth and Ms. Beamon during the search committee meetings. When it came down to the two, I made it no secret that I favored and supported Ms. Beamon. Regardless of the concern that Ms. Beamon has no classroom experience, you cannot sit where she does, with the school board every meeting and NOT be an educator. When I watched the vote on February 9, and Mr. Farnsworth was selected by a 3 to 2 vote by the school board, I was disappointed, but not surprised. That should have been the end of this. Make the decision and stick with it.

When Dr. Calderone made the motion to rescind the vote on February 23, I was shocked as I did not see a failure of nerve to be the way to correct a mistake – it only erodes the confidence the public has in the school board. However, as much as I think Dr. Calderone's motion was the wrong tactic – I do applaud Dr. Calderone for making the motion. This took guts as the motion was not going to be popular with her supporters and Dr. Calderone acted during a school board meeting. She would be subject to being held to her actions. Americans like guts, Seminole residents like guts. Although I did not agree with her tactics, I both admire and respect what Dr. Calderone did.

Additionally, I find it highly unprofessional and inappropriate that you took a pot-shot at Dr. Griffin publicly. Whether you like it or not, Walt Griffin is one of very few people who have a chance of fixing the divide between White Seminole and non-White Seminole. Dr. Griffin is well liked and well respected by nearly all groups in our district and he IS Seminole County. I can say this with confidence as there have been more than a few times in the past that I have not been Dr. Griffin's favorite person to work with, but even in those times, he put aside our issues and we did the work of our district.

Sincerely,

Dan Smith

President

Seminole Education Association

813 Orienta Avenue

Altamonte Springs, FL 32701

Email - daniel.smith@floridaea.org

Office – 407.388.1131

Cell – 321.388.6513

FEA | 213 S. Adams St. Tallahassee, FL 32301 | 850.201.2800 | Fax 850.222.1840

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www.speakouthotline.org

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<Pres Dan Smith Letter SCPS 03112021 on Superintendent.pdf>

Thu 3/11/2021 9:11 PM

Dan,

Thank you for putting your thoughts on paper in response to the events over the past 24 to 48 hours. I don't think I could have said it much better than you did in your letter.

I will tell you that this has to be the darkest day for me in SCPS, for what has otherwise been such an enjoyable career serving our students, teachers and staff. I know we will all get through this unfortunate division we've been handed, but it's going to take a team of strong and devoted professional educators.

I am confident that we as leaders in the best district in Florida will help everyone refocus on educating our children together. You are an integral part of this effort to heal and move on.

Sincerely,

Tim

Tim Harper, Ed. D.

Chief Technology Officer

Seminole County Public Schools

*Sent from a mobile device. Please excuse any keying errors.

On Mar 11, 2021, at 19:54, Griffin, Walt <walt_griffin@scps.k12.fl.us> wrote:

Thank you, Dan, for putting your thoughts on paper. Your words mean more to me than you know. I will share it with the Cabinet. The post last night saddened them deeply.

Walt Griffin, Ed.D.

Superintendent

Seminole County Public Schools

407-320-0006

Sent from my iPhone

On Mar 11, 2021, at 4:16 PM, Smith, Daniel <daniel.smith@floridaea.org> wrote:

***** CAUTION: This email originated from outside SCPS. *****

DO NOT click links or open attachments unless you recognize the sender and are expecting the information or have verified with a third party that the information is safe! Contact the I.S. Help Desk at 407-320-0350 if you have concerns about unsafe content.

Fri 3/12/2021 6:18 AM

Dear Dan,

Thank you for your thoughtful response to the events associated with the Superintendent's Search. As an individual that was closely associated with the search process, I was appalled and saddened that the selection process devolved into what occurred. The Superintendent's selection committee did its job professionally and faithfully, and my heart hurts for each of them as they dedicated numerous hours to do their best for SCPS. Unfortunately, they weren't similarly rewarded. You so eloquently "hit the nail on the head", and I appreciate you taking the time to express what so many feel.

Sincerely,

Boyd E. Karns, Jr.

Executive Director of Human Resources and Professional Standards

Seminole County Public Schools

400 E. Lake Mary Blvd.

Sanford, FL 32773

407-320-0198

Sent from my iPad

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Fri 3/12/2021 11:40 AM

Dan,

Thank you for sharing your thoughts. I think you are expressing what many are feeling. It is very disappointing that we find ourselves in this predicament as a district. In all of my 35 years as an employee for SCPS, I have never felt this way, so unsure about our future as a united district. Thank you for your continued support of teachers and students.

Mike Gaudreau

Executive Director of Secondary Education

Seminole County Public Schools

Fri 3/12/2021 1:30 PM

Thank you, Dan, for expressing your thoughts about the recent letter posted on social media. SCPS is by far the best school district in Florida and the turmoil that we are now experiencing is troubling. The personal attack on Dr. Griffin is especially concerning. He has devoted his entire educational career to the children and families in Seminole and he is appreciated, respected, and trusted by students, parents, grandparents, school and district staff, the business community, and

so many others. He does not deserve this public attack by a School Board member, whose actions in regards to this are inexcusable and unforgivable.

What contributes to SCPS being the best is the collegiality and collaboration between school staff, district staff, and the Board. It isn't perfect, there are areas we need to improve. However, we always listen to each other, challenge each other, try to find an acceptable solution and ultimately support each other. We have never before experienced a situation where social media, as a result of postings made by a School Board member, was used to promote a divide. Unfortunately, social media fuels the flames of controversy as it brings out the fringe element. Most professionals tend to favor face-to-face conversations to settle differences, do not use social media for that purpose, and choose to not respond to opinions posted on social media. School Board Meetings are public meetings for a reason; they give the Board the opportunity to discuss among themselves the business of the Board and any member of the public may attend the meetings or listen to the recordings. Social media should never be used to try Board business in the court of public opinion.

Healing occurs and problems are solved when leaders trust and respect each other. We have always had that in Seminole and we will have it again!

Marjorie Murray

Marjorie Murray

Director of ECTAC

Seminole County Public Schools

Educational Support Center

400 E. Lake Mary Blvd.

Sanford, FL 32773-7127

Phone: (407)320-0244

Fax: (407)320-0293

Cell: (407)230-8842

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Fri 3/12/2021 3:14 PM

Dear Dan,

I just wanted to let you know I very much appreciate the sentiments expressed in your letter. I feel you eloquently communicated the feelings and emotions of many. Like you, I believed throughout the selection process that Ms. Beamon was the best choice and shared my feedback with Board members privately early in the process. While I was disappointed after the initial selection, I knew I would support the new superintendent 100%. When the opportunity to reconsider came about, I felt it important to share again my thoughts with the School Board. And, as before, I will support our superintendent 100%. We are a team, and the success of our team is due to the work of everyone on the team.

I am very concerned about the disruption to our leadership team but also for our school leaders and teachers. Despite differences of opinion, we generally put differences aside for the benefit of the district. I worry that our incredible employees in all positions may now question the vision and mission we have so successfully undertaken. In my opinion, leadership, whether as a classroom teacher or school or district administrator or school board member, means completing the mission, doing what is necessary to support team members and serving as an example for others.

I truly appreciate you expressing your thoughts and the opportunity to express my own back to you. I believe all of us working together will weather this challenge and work hard to remain the best school district in Florida and the nation.

Sincere regards,

Robin
Robin G. Dehlinger, Ed. D.
Seminole County Public Schools
Executive Director, Elementary Schools
400 E. Lake Mary Blvd.
Sanford, FL 32773-7127
Office: 407-320-0032
Fax: 407-320-0293

EXHIBIT I1 - Superintendent search committee

Superintendent Search Community Advisory Committee

(2020-2021)

ORGANIZATIONS	FIRST	LAST
Board of County Commissions (BCC)	Amy	Lockhart
Business Advisory Board (BAB)	Sean	Esler
Council of Student Governments	Ike	Schiller
District Leadership Team-Cabinet	Dr. Marian	Cummings
Foundation for SCPS Board of Directors	Sharon	Arroyo
NAACP/Community Member	Dr. Velma	Williams
Private Business Association Seminole (PBAS)	Larry	Meador
Seminole Association of School Administrators (SASA)	Elizabeth	Darcy
Seminole County Council of PTAs (SCCPTA)	Shelly	Pedraza
Seminole Education Association (SEA)	Dan	Smith
Seminole County Regional Chamber of Commerce	Jim	Adamczyk
Seminole County Sheriff	Captain Rick	Francis
Seminole State College	Dr. Georgia	Lorenz
Seminole UNISERV (Non-Instructional)	Chardo	Richardson
Teacher of the Year	William	Furiosi

Board Member Appointments
Sandy Robinson
Andy Searles
Arvinder Sodhi
Shawn Molsberger
Rebecca Newman
Steve Efland
Dr. David Mealor
Tanya Easterling
Karen Sorin
Eyra Padilla

EXHIBIT I2 - Tally sheets

Seminole County Public Schools
 Superintendent Search
 November 19, 2020

S		CANDIDATES																												
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	
COMMITTEE MEMBERS	lin	Adamszyk		1			1			1	1			1											1		1		1	
	Sharon	Arroyo			1			1			1			1							1				1		1		1	
	Marla	Cummings																		1	1			1	1	1		1		
	Elizabeth	Darcy												1	1					1	1	1		1	1	1		1		
	Tanya	Easterling																												
	Steve	Elland			1	1						1		1	1					1	1			1	1			1	1	
	Sean	Esler			1				1		1	1		1	1	1			1	1	1	1		1	1	1	1	1		
	Richard	Francis		1					1			1									1				1	1		1		
	William	Furkosi			1		1	1	1		1	1		1	1					1	1	1			1	1	1	1		
	Amy	Lockhart			1							1			1						1			1		1		1		
	Georgia	Lorenz										1			1						1	1	1		1	1		1	1	
	Larry	Meador			1	1		1	1		1	1			1						1	1			1	1	1	1		
	David	Meador												1	1						1	1		1		1	1	1		
	Shawn	Molsberger			1							1			1						1	1	1		1		1	1		
	Rebecca	Newman				1			1			1			1	1						1		1	1		1	1		
	Eyra	Padilla																												
	Shelly	Peoraza																												
	Charde	Richardson		1					1				1			1		1						1	1	1		1	1	
	Sandy	Robinson			1								1		1	1					1	1	1		1	1	1	1		
	Ike	Schiller		1	1				1				1		1	1					1	1	1		1		1	1		
	Andy	Searles		1		1			1				1		1					1	1	1				1	1	1		
	Daniel	Smith		1				1	1				1				1	1	1						1	1		1		
	Arvy	Sodhi		1	1	1		1	1		1	1		1	1					1	1	1		1	1	1	1	1		
	Karen	Sorin					1		1				1		1	1	1	1	1		1					1	1	1		
	Velma	Williams		1	1	1	1		1	1	1	1			1	1	1	1	1	1	1		1	1	1	1	1	1		
	Total			1	8	10	8	2	5	13	2	1	7	18	0	10	19	4	4	6	13	10	18		12	17	11	16	12	20

EXHIBIT J1 - Survey Results

KEY SKILLS AND CAPABILITIES

"What skills and capabilities would you consider important for the new superintendent to have in driving those top priorities?" - 5614 responses

20%

Say the candidate should have **PRIOR TEACHING EXPERIENCE**. This attribute is an important dimension to the **CURRENT TEACHER** group.

19%

Believe it is important that the candidate **UNDERSTANDS AND PRIORITIZES STUDENT/TEACHER NEEDS** before others. This priority is across **ALL DEMOGRAPHIC** groups.

9%

Expect the candidate to have prior **LEADERSHIP EXPERIENCE**. This attribute is particularly more important to **PARENTS**.

9%

COMMUNICATION SKILLS are mentioned in the context of strong and effective. Some mention the need for transparency. This attribute is of more important to **SCPS ADMINISTRATORS**.

4%

Talk about **COMPASSION** - this is primarily in the context of understanding teachers and students. This theme is statistically more important to **TEACHERS**.

4%

Talk about **DECISION MAKING** in an informed and deliberate way. This priority is similar across **ALL DEMOGRAPHIC** groups.

CONTEXT AROUND "SUGGESTED CHANGES"

Strong education background (**having worked as a teacher/ principal in schools**) Ties to the communities they're serving Knows how to secure and allocate funding fairly for all schools in the district Talks and listens to parents [PARENT]

Doctorate, someone who has moved up the ranks within the school system so they will know how every level works. Also, someone who **listens to all (teachers, Principals, community, and parents)** when making decisions for schools. [TEACHER]

Work with state politicians to think creatively and not be driven by votes and funding. The confidence to stand by what's **best for the students** as opposed to lawmakers. [PARENT]

Building relationships with students and faculty; a heart for teachers and advocacy for teachers [ADMINISTRATOR]

Strong **leadership** skills, but with boundless compassion. Honest. Fair. Willingness to be accountable to others. [PARENT]

Good leadership skills, very hands on with each school and involved and listens to STUDENTS opinions. [STUDENT]

Reachable, An effective leader who work well with other people and understand the value of building relationships. Good listening and **communication** skills. [TEACHER]

1. **Compassion**, and a love for children and what they need to be healthy & Safe physically and emotionally. 2. Healthy balance of leading in Academic Excellence and not overwhelming students with too much pressure. 3. Proven Leader who leads by example. [TEACHER]

An important trait taking criticism and feedback into account when making decisions. For a superintendent to properly understand the issues and concerns of faculty and students it is crucial for them to listen to feedback. [STUDENT]

EXHIBIT K1 - CNN article -

A White hospital executive says he was fired and replaced by 2 women as part of a diversity push. He sued and was just awarded \$10 million



By [Rebekah Riess](#), CNN

Updated 12:31 PM ET, Thu October 28, 2021



A sign outside of the headquarters of Novant Health in Winston-Salem, North Carolina, on September 14, 2019.

(CNN) A White man has been awarded a \$10 million payout in a wrongful

termination lawsuit filed against his former employer, which he said fired him and

replaced him with a White woman and a Black woman as part of a [push for diversity](#), according to court documents.

Plaintiff David Duvall was hired as senior vice president of marketing and communications by Novant Health Inc., a North Carolina-based not-for-profit health system with 15 medical centers and more than 1,800 physicians, on August 5, 2013, according to the complaint.

He was fired "without prior warning" on July 30, 2018, and ordered off the Novant premises, according to the lawsuit.

As part of Novant's severance plan, any executive who was terminated without cause would, "under normal circumstances," receive 30 days' notice of that decision, the complaint said.

But Duvall was terminated "without any explanation as to why that promised 'normal circumstances' did not apply," according to the complaint.

The lawsuit alleged that Duvall, who was "performing at a high level and exceeding the performance expectations," was then replaced by a White woman and a Black woman "for the express purpose of increasing gender and racial diversity among Novant executives," which his attorney, Luke Largess, argued constituted discrimination based on sex and race.

"Defendant's termination of Plaintiff on account of his race and sex directly violated this express public policy of the State of North Carolina. Thus, the

termination of Plaintiff was wrongful and unlawful under state law," the complaint says.

On Tuesday, a jury in the case ruled that Duvall had proven that his "race (Caucasian) and/or his sex (male) was a motivating factor in Novant Health's decision to terminate him."

The jury also found Novant Health had not been able to prove that it would have made the same decision regardless of Duvall's race and/or sex, according to the complaint.

Duvall was awarded \$10 million in punitive damages from Novant Health, court records show.

Megan Rivers, director of media relations at Novant Health, told CNN in an email that the health system is disappointed in the verdict and will pursue all options, including appeal.

"Novant Health is one of thousands of organizations to put in place robust diversity and inclusion programs, which we believe can co-exist alongside strong non-discriminatory policies that extend to all races and genders, including white men," she wrote. "It's important for all current and future team members to know that this verdict will not change Novant Health's steadfast commitment to diversity, inclusion and equity for all."

Largess told CNN Duvall's lawsuit "is not a statement against diversity and inclusion programs."

"The jury learned that Duvall was a strong advocate of diversity and inclusion at Novant; he sat on an executive committee that supported the initiative and his team provided marketing for the program. That was one irony in his termination, his belief in Diversity and Inclusion. But such programs have to be run lawfully," Largess said.

"We believe the punitive damages award was a message that an employer cannot terminate and replace employees simply based on their race or gender in order to achieve targets for greater diversity in the workforce. It is plainly unlawful and harmful and that was obvious to the jury," he added.

EXHIBIT L1 - FLORIDA STATUTE 1001.50

Florida Statute 1001.50 (3) The district school board of each such district shall pay to the district school superintendent a reasonable annual salary. In determining the amount of compensation should be made, the board should take into account such factors as:

- (a) The population of the district.
- (b) The rate and character of population growth.
- (c) The size and composition of the student body to be served.
- (d) The geographic extent of the district.
- (e) The number and the character of the schools to be supervised.
- (f) *The educational qualifications and professional experience of the candidate* for the position of district superintendent.

EXHIBIT L2 - JOB DESCRIPTION ASST. SUPERINTENDENT STUDENT & SCHOOL SUCCESS

SEMINOLE COUNTY PUBLIC SCHOOLS, FLORIDA Position/Job Description

ASSISTANT SUPERINTENDENT, Student and School Success

QUALIFICATIONS

- Master's Degree in Education with certification in Educational Leadership, Administration and Supervision, or School Principal. Doctorate preferred.
- At least five (5) years of experience in a school or district administrative position. At least three (3) years of experience as a school principal with evidence of successful student achievement, school improvement, and community engagement outcomes preferred.

KNOWLEDGE, SKILLS, ABILITIES

- Knowledge of federal and state K-12 education laws and rules, including school accountability, content standards, required instruction, and student assessment.
- Knowledge of evidence-based trends and best practices in K-12 education, especially related to equity, opportunity and achievement gaps, learning theory, instructional strategies, program planning, staff development, and learning technologies.
- Knowledge of the school district and its organization.
- Knowledge of parent involvement and community support strategies to foster educational partnerships.
- Skill in problem solving, human interaction, and conflict management.
- Skill in the development, implementation, and monitoring of school improvement action plans using a continuous improvement framework.
- Effective skills in oral and written communications.
- Ability to analyze, interpret, synthesize, and use data in decision-making.
- Ability to influence internal and external stakeholders to develop and sustain a culture of learning excellence.
- Ability to lead successful school improvement/reform efforts.

SUPERVISION

REPORTS TO Superintendent or Superintendent's Designee
SUPERVISES School principals and other personnel as assigned

POSITION GOAL

Lead, direct, and intensively support a comprehensive school improvement process at a portfolio of assigned K-12 schools, resulting in substantial academic gains for students including the closure of persistent achievement gaps, increased parent and community engagement, and support for schools, and the development of high-impact instructional leaders who are committed to excellence and equity for all students.

PERFORMANCE RESPONSIBILITIES

1. *Provide leadership and direction for assigned schools and personnel.
2. *Oversee the comprehensive operation of assigned schools with an emphasis on academic achievement, student well-being, faculty retention, and community support.
3. *Oversee and evaluate assigned schools' improvement plans, including action plans to increase student proficiency, learning gains, achievement gap closure, and acceleration initiatives.
4. *Establish qualitative and quantitative individual student achievement outcomes based on identified local and state metrics.
5. *Ensure principal accountability for job performance.
6. *Visit assigned schools and conduct classroom observations weekly.
7. *Provide training and mentorship to school leaders in areas of need, including data analysis and high-effect instructional practices.
8. *Support each school in its efforts to customize instruction and research-based interventions to meet individual student needs.

EXHIBIT L3 - JOB DESCRIPTION FOR EXECUTIVE DIRECTOR WITH PAY RANGE

SEMINOLE COUNTY PUBLIC SCHOOLS, FLORIDA

Position/Job Description

EXECUTIVE DIRECTOR, Secondary Education--High School

QUALIFICATIONS

- Doctorate Degree in Education preferred, but at least a Master's Degree in Education with certification in Administration and Supervision, Educational Leadership, or School Principal.
- Five (five) years of experience in Public Education Administration.

KNOWLEDGE, SKILLS, ABILITIES

- Knowledge of the laws and rules as they relate to high school education.
- Knowledge of current trends and best practices, including a good understanding of high school education.
- Knowledge of the school district and its organization.
- Skill in problem solving, human interaction and conflict management.
- Effective skills in oral and written communications.
- Ability to analyze, interpret, synthesize, and use data in decision-making.

SUPERVISION

REPORTS TO Superintendent
SUPERVISES High School Principals, Assigned Personnel

POSITION GOAL

To support the vision and mission of the District by ensuring that the policies, procedures and initiatives of the School Board that relates to the District's programs for high school and transportation services are advanced.

PERFORMANCE RESPONSIBILITIES

1. * Provide leadership and direction for assigned areas of responsibility.
2. * Oversee the operation of high school education.
3. * Oversee and evaluate the high schools' improvement plans.
4. * Serve as liaison between the high schools and department divisions at the county office.
5. * Coordinate regional accreditation activities.
6. * Coordinate high school administrators' meetings.
7. * Assist principals and departments in identifying program needs, materials, and equipment.
8. * Monitor grouping procedures, organizational patterns, and scheduling of staff and students of each high school.
9. * Visit high schools including classroom visitations on a regularly scheduled basis.
10. * Provide input in the process of district budget development.
11. * Monitor articulation of high school instructional programs.
12. * Serve as a member of the Superintendent's Coordinating Council.
13. * Assist in the building program at the high school level.
14. * Provide enrollment projections of the high schools for staffing and FTE estimations.
15. * Monitor high school programs.
16. * Ensure principal accountability for job performance.
17. * Perform associated functions off for the School Board on behalf of the Superintendent.
18. * Intercede in all matters pertaining to high schools and transportation to elicit favorable solutions.
19. * Represent and act on behalf of the Superintendent for functions he is unable to be present.
20. * Supervise assigned personnel, conduct annual performance appraisals and make recommendations for appropriate employment action.
21. * Prepare or oversee the preparation of all required reports and maintain appropriate records.
22. * Exercise proactive leadership in promoting the vision and mission of the District.

EXECUTIVE DIRECTOR, Secondary Education--High School, page 2

- 23. * Review existing District policies related to providing safe and secure schools and recommend revision when appropriate.
- 24. * Coordinate the selection of high school principals and other administrators.
- 25. * Oversee the annual revision of the Student Code of Conduct and Discipline and monitor its implementation.
- 26. * Oversee the annual revision of the Protocols for Processing Student Expulsions and monitor its implementation.
- 27. Perform other duties/tasks consistent with the goals and objectives of this position.

*Denotes essential job function/ADA

EQUIPMENT / MATERIALS

Computer, Telephone

PHYSICAL REQUIREMENTS

Sedentary Work Exerting up to 10 pounds of force occasionally and/or a negligible amount of force frequently to lift, carry, push, pull or move objects. Sedentary work involves sitting most of the time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.

PHYSICAL ACTIVITY

Sitting	Resting with the body supported by the buttocks or thighs.
Standing	Assuming an upright position on the feet particularly for sustained periods of time.
Walking	Moving about on foot to accomplish tasks, particularly for long distances
Climbing	Ascending or descending ladders, stairs, scaffolding, ramps, poles, etc. Using feet and legs and/or hands and arms.
Finger Dexterity	Picking, pinching, typing or otherwise working primarily with fingers rather than with the whole hand or arm
Grasping	Applying pressure to an object with the fingers and palm
Talking	Expressing or exchanging ideas by means of the spoken word. Those activities in which detailed or important spoken instructions must be conveyed accurately, loudly or quickly.
Hearing Acuity	The ability to perceive speech and other environmental sounds at normal loudness levels.
Visual Acuity	The power to see at a level which allows reading of numbers and text, operation of equipment, inspection of machines, etc.

WORKING CONDITIONS

Indoors/Outdoors The worker is subject to both environmental conditions. Activities occur inside and outside.

TERMS OF EMPLOYMENT

PAY GRADE	POSITION CODES	FLSA	BOARD APPROVED
AO 1 \$94,338 - \$144,712	PeopleSoft Position 2760	<input type="checkbox"/> Applicable	August 28, 2001
District Salary Schedule	Personnel Category 1	<input checked="" type="checkbox"/> Not applicable	September 21, 1999
Months 12	EEO-5 Line 3		
Annual Days 258	Function 7200		
Weekly Hours 37.5	Job Code 1302		
Annual Hours 1935	Survey Code 63018		
		ADA Information Provided by	Ron Pinnell
		Position Description Prepared by	Raymond Gaines/Ron Pinnell

Exhibit L4 - **JOB DESCRIPTION FOR ASSISTANT SUPERINTENDENT WITH PAY RANGE**

SEMINOLE COUNTY PUBLIC SCHOOLS, FLORIDA
Position/Job Description

ASSISTANT SUPERINTENDENT, Secondary Education High School

QUALIFICATIONS

- Doctorate Degree in Education preferred, but at least a Master's Degree in Education with certification in Administration and Supervision, Educational Leadership, or School Principal.
- Five (5) years' experience in Public Education Administration.

KNOWLEDGE, SKILLS, ABILITIES

- Knowledge of the laws and rules as they relate to high school education.
- Knowledge of current trends and best practices, including a good understanding of high school education.
- Knowledge of the school district and its organization.
- Skill in problem solving, human interaction, and conflict management.
- Effective skills in oral and written communications.
- Ability to analyze, interpret, synthesize, and use data in decision-making.

SUPERVISION

REPORTS TO	Superintendent
SUPERVISES	High School Principals, and Other Assigned Personnel

POSITION GOAL

To support the vision and mission of the District by ensuring that the policies, procedures, and initiatives of the School Board that relate to the District's programs for high school and transportation services are advanced.

PERFORMANCE RESPONSIBILITIES

1. *Provide leadership and direction for assigned areas of responsibility.
2. *Oversee the operation of high school education.
3. *Oversee and evaluate the high schools' improvement plans.
4. *Serve as liaison between the high schools and department divisions at the county office.
5. *Coordinate regional accreditation activities.
6. *Coordinate high school administrators' meetings.
7. *Assist principals and departments in identifying program needs, materials, and equipment.
8. *Monitor grouping procedures, organizational patterns, and scheduling of staff and students of each high school.
9. *Visit high schools including classroom visitations on a regularly scheduled basis.
10. *Provide input in the process of district budget development.
11. *Monitor articulation of high school instructional programs.
12. *Serve as a member of the Superintendent's Planning Team(s).
13. *Assist in the building program at the high school level.
14. *Provide enrollment projections of the high schools for staffing and FTE estimations.
15. *Monitor high school programs.
16. *Ensure principal accountability for job performance.
17. *Perform associated functions of/for the School Board on behalf of the Superintendent.
18. *Intercede in all matters pertaining to high schools and transportation to elicit favorable solutions.
19. *Represent and act on behalf of the Superintendent for functions he/she is unable to be present.
20. *Supervise assigned personnel, conduct annual performance appraisals and make recommendations for appropriate employment action.
21. *Prepare or oversee the preparation of all required reports and maintain appropriate records.
22. *Exercise proactive leadership in promoting the vision and mission of the District.
23. *Review existing District policies related to providing safe and secure schools and recommend revision when appropriate.

ASSISTANT SUPERINTENDENT, Secondary Education High School, Page 2

24. *Coordinate the selection of high school principals and other administrators.

25. Perform other duties/tasks consistent with the goals and objectives of this position.

*Denotes essential job function/ADA

EQUIPMENT / MATERIALS

Computer, Telephone

PHYSICAL REQUIREMENTS

Sedentary Work

Exerting up to 10 pounds of force occasionally and/or a negligible amount of force frequently to lift, carry, push, pull, or move objects. Sedentary work involves sitting most of the time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.

PHYSICAL ACTIVITIES

Sitting

Resting with the body supported by the buttocks or thighs.

Standing

Assuming an upright position on the feet particularly for sustained periods of time.

Walking

Moving about on foot to accomplish tasks, particularly for long distances.

Climbing

Ascending or descending ladders, stairs, scaffolding, ramps, poles, etc. Using feet and legs and/or hands and arms.

Finger Dexterity

Picking, pinching, typing or otherwise working primarily with fingers rather than with the whole hand or arm.

Grasping

Applying pressure to an object with the fingers and palm.

Talking

Expressing or exchanging ideas by means of the spoken word. Those activities in which detailed or important spoken instructions must be conveyed accurately, loudly or quickly.

Hearing Acuity

The ability to perceive speech and other environmental sounds at normal loudness levels.

Visual Acuity

The power to see at a level which allows reading of numbers and text, operation of equipment, inspection of machines, etc.

WORKING CONDITIONS

Indoors/Outdoors

The worker is subject to both environmental conditions. Activities occur inside and outside.

TERMS OF EMPLOYMENT

PAY GRADE

AO-01-P \$95,517 - \$146,521

District Salary Schedule

Months 12

Annual Days 258

Weekly Hours 37.5

Annual Hours 1935

POSITION CODES

PeopleSoft Position TBD

Personnel Category 01

EEO-5 Line 03

Function 7200

Job Code 1302H

Survey Code 63018

FLSA

☐ Applicable

☒ Not applicable

Previous Board Approval

BOARD APPROVED

June 22, 2021

August 28, 2001

September 21, 1999

ADA Information Provided by Wait Griffin
Position Description Prepared by Wait Griffin

The employee shall remain free of any alcohol or non-prescribed controlled substance in the workplace throughout his/her employment in the District.

EXHIBIT O1

**SEMINOLE COUNTY PUBLIC SCHOOLS
SUPERINTENDENT'S EVALUATION FORM
September 2021**

Please rate the Superintendent's performance in each of the 5 Standards areas listed below. At the end, an Overall Performance Rating will be calculated with a summary.

Individual Indicator Ratings

- "4" - Highly Effective
 "3" - Effective
 "2" - Needs Improvement
 "1" - Unsatisfactory

Standard 1: Vision, Culture and Instructional Leadership	Average Rating ⚡	3.26	Individual Brd Member Rating:
<p><i>Comment(s): KA: Leads with clarity, with a focus on equity and student success, for all students. AP: Not getting communications does not allow us to see what you are doing. I can't assume it is being carried forward. TC: Loved your vision of Thriving this year. Good working with your 100 day plan. Great roll out of BEST standards. AS: The 2020-2021 year and the 2021-2022 school year have been quite unusual years. I find the goals to be challenging to evaluate in such a short time that Superintendent Beamon has been our Superintendent. I believe progress has been made, much needed improvement has been evident, however I feel there has been a disconnect on communication within our community, to the parents, families, students, teachers, and our entire staff at SCPS. We have had many unexpected detours and it has been difficult to navigate. Superintendent Beamon is working the best she can as we are challenged to work through the pandemic. I have no doubt that she will improve and help our school climate and best practices for all our faculty/students/families.</i></p>			<p>KA: 4 TC: 2.71 KK: 4 AP: 2.14 AS: 3.43</p>
Standard 2: Operations, Resource and Personnel Management	Average Rating ⚡	3.3	Member Rating:
<p><i>Comment(s): KA: Has a good understanding of the budget, funding sources and spending restrictions. Has a focus on student improvement as the ROI. TC: Happy that you and the team are on top of all legislative changes. Like how we moved resources from brick & mortar to virtual. Great on-going communication with our CFOs. AS: Although many school districts are suffering from the same problem, due to conflicting information from the state, I would like to see a vigorous approach to hiring and retaining employees. Superintendent Beamon does an excellent job making sure we are informed of our long-term fiscal challenges that our school system is facing. I would love to see either a podcast or a radio station that we can utilize a question and answer forum. I want our SCPS community to understand all that the school Boards/County have to adhere to, open communication is the key.</i></p>			<p>KA: 4 TC: 2.67 KK: 4 AP: 2.33 AS: 3.50</p>
Standard 3: Board Governance and Policy	Average Rating ⚡	3	Individual Brd Member Rating:
<p><i>Comment(s): KA: Works to strike a balance to keep the Board informed but not over informed with minutia. AP: Would like to see better communication with the Board, don't like hearing of issues at schools (safety/critical) before hearing from Superintendent. TC: I like the continuation of Focus on Student Achievement. You are always fair and respectful to all. Happy we are following the law in respect to face coverings. AS: Board communication is a critical component for SCPS success. It's been a challenging time, and it's the first time I have seen such division in our county amongst board members, employees, parents, and students. I feel we need to resolve all conflicts in a timely manner. I would like to see more follow through on what our executive directors are doing to help our students achieve all their educational needs in school and when they are quarantined, for example making sure all our students get their IEP/ESE/604 services consistently. Like I said earlier, it's been such a challenging year, and we are having many social/emotional/mental, physical, and academic struggles. Superintendent Beamon is trying very hard, but it hasn't been a normal year to say the least.</i></p>			<p>KA: 4 TC: 2.60 KK: 3.8 AP: 2 AS: 2.60</p>

**SEMINOLE COUNTY PUBLIC SCHOOLS
SUPERINTENDENT'S EVALUATION FORM
September 2021**

Standard 4: Communication and Community Relations	Average Rating ⚡	2.97	Individual Bld Member Rating:
<p><i>Comment(s): KA: these are interesting times. Even with all of the turmoil and Covid, Mrs. Beamon leads with a positive attitude and good things are happening within our schools. AP: Would like to see you communicate more, get ahead of issues with communications. Am not seeing you respond to emails we've requested but delegates to staff. Not seeing a presence in schools or other district buildings. TC: Thank you for reaching out to elected officials. Great presentation to PBAS. Good constant communication with DOH. Thank you for your collaboration with Dr. Lorenz. AS: Covid-19 pandemic has likely accelerated many issues with communication with our students, parents/staff and our community. We are dabbling with social-emotional learning, but I feel we need to take significant measures to bolster our curriculum there. I think it would be great if Superintendent Beamon could send more emails to our families/faculty showing examples to promote effective communication and positive relationships among staff. I am pleased that Superintendent Beamon is taking time to attend different community events. I would love to see more lunch and learns, and visit teachers/students/and staff to ask them to share with Mrs. Beamon and the School Board members.</i></p>			<p>KA: 3.07 TC: 2.07 KK: 3.5 AP: 2 AS: 3</p>
Standard 5: Ethical Leadership	Average Rating ⚡	3.48	Individual Bld Member Rating:
<p><i>Comment(s): KA: I am impressed with how Mrs. Beamon has handled herself to date. 90 days during Covid and she continues to have a great attitude and to want to do more to support students and staff. Demonstrates ethical, honest behaviors at all times. TC: Demonstrates ethical, honest behaviors at all times. AS: Mrs. Beamon is very caring, smart, and is learning to navigate through this unusual year. She is professional and listens. I would like to see more follow through with receiving Superintendent Beamon's ideas and sharing her feedback with our meetings. I am pleased with the diversity of the School community and help from Superintendent Beamon with trying to implement new ideas to help with the achievement gap. I feel it's important to make visits to community and families as we navigate through these challenging times and offer "tools" to our families. Superintendent Beamon is dedicated to making SCPS an outstanding premier school district. It's time for EVERYONE to put their minds together to build our community to be better than ever. We need to "unite"; we need to respect each other and move forward with helping our community to heal. I feel during these challenging times with the pandemic, that Superintendent Beamon will continue to make progress. I will be there anyway I can to help and support her!</i></p>			<p>KA: 4 TC: 3.40 KK: 4 AP: 2.4 AS: 3.60</p>
OVERALL PERFORMANCE	Average Rating ⚡	3.25	Individual Bld Member Rating:
<p>"3.5 - 4.0" Highly Effective "2.5 - 3.49" Effective "1.5 - 2.49" Needs Improvement "1.0 - 1.49" Unsatisfactory</p>			<p>KA: 3.03 TC: 2.81 KK: 3.80 AP: 2.4 AS: 3.23</p>

Additional comment(s):

Evaluation prepared by: **Compilation of individual Board Member evaluations.**
 Karen Almond, Chairman
 Amy Pennock, Vice Chairman
 Dr. Tina Calderone, Member
 Kristine Kraus, Member
 Abby Sanchez, Member

EXHIBIT P1 - ORLANDO SENTINEL ARTICLE

Seminole school board reverses course, names its attorney as new superintendent

By LESLIE POSTAL

ORLANDO SENTINEL |

MAR 02, 2021 AT 3:31 PM

A still-divided Seminole County School Board reversed itself Monday night and tapped its attorney as the school district's next superintendent, making her the first woman and the first Black person selected to run the A-rated school district.

The 3-2 vote to hire Serita Beamon as superintendent came after a nearly five-hour meeting marked by emotional, sometimes angry public comments.

Beamon, 45, who has worked for the school district's legal department for 16 years, grew up in Seminole and is a graduate of Lake Mary High School.

In a statement released by the district Tuesday, Beamon called it a "dream and honor" to be chosen. A school district spokesman said she would not be available for comment until after she signed a contract.

But in her public interview with the school board on Feb. 8, Beamon said her overall goal would be to make sure every student leaves the school district with a "meaningful diploma" that sets them up for future success.

"We're going to do the hard work to make sure every kid has an opportunity in our school system," she said.

She also admitted her background would give some teachers and parents pause. "Why would a lawyer want to be a superintendent, a lawyer that has never taught?" she said.

Her challenge will be to show people "the part of me that has a passion for education and for kids and for wanting to do the work."

The job of picking a superintendent is rarely easy. But the Seminole school board's process became steeped in controversy, with the race and qualifications of the candidates debated, and board members unable to reach a consensus on who would best replace Superintendent Walt Griffin, who is retiring this spring.

On Feb. 9, on another 3-2 vote, the board decided to select Chad Farnsworth as its next superintendent. Farnsworth, an assistant superintendent in Lake County, and Beamon were the two finalists interviewed for the job.

Last week, on another 3-2 vote, the board made an unusual decision and rescinded that vote as it heard from some school employees and community members who insisted Beamon was the better choice.

Board member Tina Calderone was the swing vote. She backed Farnsworth on Feb. 9 but then proposed rescinding that vote two weeks later, saying board members had not had a back-and-forth discussion about the two finalists before making the decision.

Monday, she voted for Beamon, as did Beamon's two previous supporters, Karen Almond and Kristine Kraus. Board members Amy Pennock and Abby Sanchez voted for Farnsworth, as they did previously.

Calderone said both were "excellent candidates" and she debated whether an attorney who knew the school district or an experienced educator who did not would best manage the high-performing school system.

Calderone said she wanted the board to be unanimous in its decision but there was no consensus on which candidate was best.

Both Almond and Kraus apologized to Farnsworth but both also said they viewed Beamon as the better candidate, swayed in part by the support she had from Griffin and his top deputies.

"I made my selection based on merit, " Almond said, adding that Beamon seemed best positioned to "keep the culture" that has helped make Seminole schools successful.

Both Almond and Kraus also said there was value in appointing a top-notch Black candidate to the job as the district continues to push for "equity and excellence" for all students.

Almond, who grew up in Seminole, reminded her colleagues that until the 1970s, Seminole ran a segregated school system. "I lived through the time when we had two school systems, one black one white," she said. "There was no equity."

Farnsworth, 43, who is white, is an assistant superintendent over human resources in Lake but spent most of his career in a small North Florida school district.

Some said his work as a teacher, assistant principal and superintendent made him the better choice. Though he worked mostly in Bradford County, he has also spent three years in the Lake County system. His supporters said he had the hands-on experience necessary to lead the school district, and some reminded board members how they'd praised him after his interview on Feb. 8.

Pennock said she voted for him because he was an educator, which is what a community survey showed residents most valued in a superintendent. Farnsworth also has been a superintendent and made tough decisions, she said.

“I feel we need a superintendent who has lived with the weight of the decision,” she added.

Though Farnsworth did not yet have a contract, he attended last week’s meeting, listening as speakers questioned his qualifications, she noted.

“He has exemplified the grace under a fire that a superintendent needs,” Pennock added.

The board heard public comment for more than three hours, as dozens of people spoke at the meeting and about 30 sent written comments that were read out loud.

Some argued Beaman was the better choice, even if her legal background made her a non-traditional one.

“She knows the system,” said Kenneth Bentley. “She’s also a hometown hero.”

The board should pick her, Bentley said, “not because she’s a female. Not because she’s an African American. Because she’s highly qualified.”

Several top administrators spoke on her behalf.

“Why wouldn’t you choose a proven leader?” asked Marjorie Murray, a longtime administrator for the district.

Some also questioned how well-prepared Farnsworth would be to run a large and diverse school system with nearly 67,000 students. Bradford has fewer than 4,000.

But other speakers praised him and several told the board the vote to rescind Farnsworth’s selection was an embarrassment.

“I’m ashamed of what the board has done,” one man said. “How are you going to fix this?”

Another urged Griffin to stay on another year so the board could restart a search for a new superintendent. “You’ve got a dumpster fire going right now as far as what occurred,” he said.

Others also questioned why the board interviewed only the two finalists and not any of the three high-ranking Orange County school administrators who its search committee also recommended. The committee forwarded five names to the board after reviewing 26 applications, and the board then voted to interview Beamon and Farnsworth.

The executive director of the Florida School Boards Association said she’s worked for the group for more than 15 years and has never known a Florida school board to reverse its own superintendent decision. “In my tenure, I have not seen that,” said Andrea Messina.

lpostal@orlandosentinel.com

EXHIBIT P2 - ORLANDO SENTINEL EDITORIAL

Botched superintendent search leaves a stain on Seminole's outstanding school system | Editorial

By ORLANDO SENTINEL EDITORIAL BOARD

ORLANDO SENTINEL |

MAR 18, 2021 AT 5:30 AM

Once viewed as a model of efficiency and orderly management, the Seminole County School Board turned the selection of a new superintendent into something very different.

We'll shorten the more common usage and simply call it a cluster, an administrative embarrassment that the school district needs to explain and remedy if it hopes to avoid such debacles in the future.

No single decision by any Florida school board is more important than the selection of a superintendent. It's not even close. The superintendent is placed in charge of a vast organization that oversees a vast amount of taxpayer money.

Ultimately, the superintendent's leadership directly influences the quality of education for students in a county's public schools, which can determine how successful those young people will be in life.

This is a county, after all, whose top-flight school system is a selling point for realtors and business recruiters. Mess that up and the human consequences also become economic consequences.

So, when Seminole Superintendent Walt Griffin announced last year that he was going to retire, School Board members surely knew they needed to get this one right.

The process of choosing a new leader seemed to be following a conventional path until a search committee came up with its five finalists in December.

In January, the School Board met to whittle down the list, but it was clear that not everyone was wild about their choices. All five finalists were already working in Central Florida, prompting board members Tina Calderone and Amy Pennock to wonder aloud if the search committee had cast a wide enough net.

But neither pressed the case for a new search, and the board settled on two finalists: Chad Farnsworth, a former superintendent in North Florida who currently works for Lake County schools, and Serita Beamon, the attorney for Seminole schools.

That's when things got messy.

On Feb. 9, the board chose Farnsworth on a 3-2 vote. The discussion was superficial and shockingly brief — less than 20 minutes.

The board's been known to spend more time at meetings presenting awards and recognizing employees. It could have at least dived more deeply into the merits of the two candidates, or maybe the value of going back and starting over. It didn't.



- **EDUCATION**

Educator first tapped for Seminole superintendent job calls search a ‘fiasco’

MAR 11, 2021 AT 1:43 PM

Two weeks later, Calderone had a change of heart and moved to rescind the job offer to Farnsworth. It passed, 3-2. The following week, on March 1, board members voted 3-2 to give the job to Beamon. At least this time they devoted a full hour to talking about it.

We're not judging whether Beamon was the better candidate than Farnsworth, or vice versa. Beamon's been the school district's attorney for 16 years. She knows the county and knows the school system. She's well-liked and respected.

And her selection is one for the books, as she becomes the first woman and first Black superintendent in Seminole County. That's worth celebrating.

But even if the board ultimately made the right call, it's no excuse for mucking up the process so thoroughly and treating both finalists so shabbily.

Beamon now enters the job under a board-created cloud, one that could mean less confidence from the staff and the public.

For Farnsworth, not only did the board rescind his offer and give it to Beamon, the March 9 meeting featured a 15-minute presentation by a school district administrator who rehashed unfavorable audit findings from when Farnsworth was superintendent in Bradford County.

That final humiliation was — ostensibly — a “fact-checking” exercise necessitated by a public comment at an earlier meeting. It felt more like an after-the-fact attempt to justify giving the job to someone else.

Farnsworth fired off a letter on March 10 condemning the School Board and concluding, “I hope for the sake of the children, community, and the faculty and staff throughout Seminole County, the board can move forward in a professional manner.”

Board member Pennock wrote an extraordinary letter the same day, in which she accused Griffin of interfering in the selection, suggested racial pressures played a role in Beamon’s selection and questioned “the legitimacy of the entire process.”

All of this, every bit of it, will be right there on Google the next time Seminole County goes to hire another superintendent. If board members think it’s hard to recruit good candidates under Florida’s Sunshine Law, wait till candidates come across the news headlines about the last search.

The public still doesn’t know what happened behind the scenes, and questions need answering. Was the search expansive enough to capture the nation’s best candidates? Was the search committee too parochial in choosing its finalists? Should the School Board have interviewed all five finalists? How much influence did Griffin exert to overturn the original vote?

The controversy has left a reputational stain on a respected school system. If the board doesn’t seek answers, painful as they may be, its lack of introspection could come back to bite the district next time it goes looking for leadership.

Editorials are the opinion of the Orlando Sentinel Editorial Board and are written by one of its members or a designee. The editorial board consists of Opinion Editor Mike Lafferty, Jennifer A. Marcial Ocasio, Jay Reddick and Editor-in-Chief Julie Anderson. Send emails to insight@orlandosentinel.com.

Exhibit Q1 - TERMINATION FOR CAUSE

9.3 TERMINATION FOR CAUSE: BEAMON may be dismissed for cause from her employment for conduct which is seriously prejudicial to the BOARD or the School District including, without limitation, willful neglect of duty; material breach of AGREEMENT; violation of the Code of Ethics applicable to members of the teaching profession in Florida; violation of the Code of Ethics prescribed by Chapter 112, Florida Statutes (as amended); conduct precluded by Rules 6B-1.001, 6B-1.006 and 66-4.009, Florida Administrative Code (as amended); or for "just cause" as determined by Section 1012.33, Florida Statutes (as amended). Notice of termination for cause shall be given in writing and BEAMON shall be entitled to such due process rights as provided by state law and BOARD policy. If this AGREEMENT is terminated for cause, BEAMON'S term of office shall immediately cease. If terminated for cause, BEAMON shall be ineligible for any other compensation or benefits. However, BEAMON is entitled, upon termination for cause, to payment for any earned, accrued and unused leave to the extent permitted by BOARD policy.

Exhibit Q2 - PRINCIPLES OF PROFESSIONAL CONDUCT

6A-10.081 Principles of Professional Conduct for the Education Profession in Florida.

(1) Florida educators shall be guided by the following ethical principles:

(a) The educator values the worth and dignity of every person, the pursuit of truth, devotion to excellence, acquisition of knowledge, and the nurture of democratic citizenship. Essential to the achievement of these standards are the freedom to learn and to teach and the guarantee of equal opportunity for all.

(b) The educator's primary professional concern will always be for the student and for the development of the student's potential. The educator will therefore strive for professional growth and will seek to exercise the best professional judgment and integrity.

(c) Aware of the importance of maintaining the respect and confidence of one's colleagues, of students, of parents, and of other members of the community, the educator strives to achieve and sustain the highest degree of ethical conduct.

(2) Florida educators shall comply with the following disciplinary principles. Violation of any of these principles shall subject the individual to revocation or suspension of the individual educator's certificate, or the other penalties as provided by law.

(a) Obligation to the student requires that the individual:

- 1. Shall make reasonable effort to protect the student from conditions harmful to learning and/or to the student's mental and/or physical health and/or safety.**
- 2. Shall not unreasonably restrain a student from independent action in pursuit of learning.**
- 3. Shall not unreasonably deny a student access to diverse points of view.**
- 4. Shall not intentionally suppress or distort subject matter relevant to a student's academic program.**
- 5. Shall not intentionally expose a student to unnecessary embarrassment or disparagement.**
- 6. Shall not intentionally violate or deny a student's legal rights.**
- 7. Shall not harass or discriminate against any student on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, handicapping condition, sexual orientation, or social and family background and shall make reasonable effort to assure that each student is protected from harassment or discrimination.**
- 8. Shall not exploit a relationship with a student for personal gain or advantage.**
- 9. Shall keep in confidence personally identifiable information obtained in the course of professional service, unless disclosure serves professional purposes or is required by law.**

(b) Obligation to the public requires that the individual:

- 1. Shall take reasonable precautions to distinguish between personal views and those of any educational institution or organization with which the individual is affiliated.**
- 2. Shall not intentionally distort or misrepresent facts concerning an educational matter in direct or indirect public expression.**
- 3. Shall not use institutional privileges for personal gain or advantage.**
- 4. Shall accept no gratuity, gift, or favor that might influence professional judgment.**
- 5. Shall offer no gratuity, gift, or favor to obtain special advantages.**

(c) Obligation to the profession of education requires that the individual:

- 1. Shall maintain honesty in all professional dealings.**
- 2. Shall not on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, handicapping condition if otherwise qualified, or social and family background deny to a colleague professional benefits or advantages or participation in any professional organization.**

- 3. Shall not interfere with a colleague's exercise of political or civil rights and responsibilities.**
- 4. Shall not engage in harassment or discriminatory conduct which unreasonably interferes with an individual's performance of professional or work responsibilities or with the orderly processes of education or which creates a hostile, intimidating, abusive, offensive, or oppressive environment; and, further, shall make reasonable effort to assure that each individual is protected from such harassment or discrimination.**
- 5. Shall not make malicious or intentionally false statements about a colleague.**
- 6. Shall not use coercive means or promise special treatment to influence professional judgments of colleagues.**
- 7. Shall not misrepresent one's own professional qualifications.**
- 8. Shall not submit fraudulent information on any document in connection with professional activities.**
- 9. Shall not make any fraudulent statement or fail to disclose a material fact in one's own or another's application for a professional position.**
- 10. Shall not withhold information regarding a position from an applicant or misrepresent an assignment or conditions of employment.**
- 11. Shall provide upon the request of the certificated individual a written statement of specific reason for recommendations that lead to the denial of increments, significant changes in employment, or termination of employment.**
- 12. Shall not assist entry into or continuance in the profession of any person known to be unqualified in accordance with these Principles of Professional Conduct for the Education Profession in Florida and other applicable Florida Statutes and State Board of Education Rules.**
- 13. Shall self-report within forty-eight (48) hours to appropriate authorities (as determined by district) any arrests/charges involving the abuse of a child or the sale and/or possession of a controlled substance. Such notice shall not be considered an admission of guilt nor shall such notice be admissible for any purpose in any proceeding, civil or criminal, administrative or judicial, investigatory or adjudicatory. In addition, shall self-report any conviction, finding of guilt, withholding of adjudication, commitment to a pretrial diversion program, or entering of a plea of guilty or Nolo Contendere for any criminal offense other than a minor traffic violation within forty-eight (48) hours after the final judgment. When handling sealed and expunged records disclosed under this rule, school districts shall comply with the confidentiality provisions of Sections 943.0585(4)(c) and 943.059(4)(c), F.S.**

14. Shall report to appropriate authorities any known allegation of a violation of the Florida School Code or State Board of Education Rules as defined in Section 1012.795(1), F.S.

15. Shall seek no reprisal against any individual who has reported any allegation of a violation of the Florida School Code or State Board of Education Rules as defined in Section 1012.795(1), F.S.

16. Shall comply with the conditions of an order of the Education Practices Commission imposing probation, imposing a fine, or restricting the authorized scope of practice.

17. Shall, as the supervising administrator, cooperate with the Education Practices Commission in monitoring the probation of a subordinate.

Rulemaking Authority 1001.02, 1012.795(1)(j) FS. Law Implemented 1012.795 FS. History—New 7-6-82, Amended 12-20-83, Formerly 6B-1.06, Amended 8-10-92, 12-29-98, Formerly 6B-1.006, Amended 3-23-16.

Exhibit Q3 - PARENT PUBLIC COMMENT SPEECH 10/26/21

Speech to SCPS School Board

On October 12, I witnessed the board violating the First Amendment rights of a peaceful gentleman who wanted to complain that the board hired its own lawyer to be the superintendent instead of an experienced professional educator with no conflicts of interest. The board is not allowed to threaten the citizen, call a recess, and go hide every single time a citizen brings up the subject of board corruption.

No board should ever be hiring its own lawyer to be the superintendent because the school board lawyer has conflicts of interest that can never be overcome. The school board lawyer is used to defend the indefensible throughout the district including incidents where employees mistreat or abuse other people's children. The school board lawyer is used to deny, hide, ignore, and cover up all of the district's dirty laundry. The lawyer is used to threaten parents who try to file legitimate complaints. I find it terrifying that this board hired the lawyer who threatened me while my child was being abused in an SCPS school in order to try to silence me and prevent me from filing my legitimate complaints. This person is now our superintendent. When my child was being abused by SCPS staff, this lawyer pretended like it was illegal for me to file complaints about it and illegal for me to ask the board to stop the abuse of my child at school. What is this woman going to do when the next parent reports to her that a school staff member is mistreating or abusing his/her child? Is she going to threaten that parent too? Is she going to try to ignore, cover up, and hide the abuse happening inside of the school? Or is she going to stop it as soon as it is reported to her? She didn't stop it for my child, when it was reported to her. So, what will she do the next time? I am not confident that she will do the right thing --- based on the history that she did not do the right thing for my child. A man who performed horrific abuse on my child is still working in this school system. He should not be anywhere near other people's children. I hold 4 school board members, one superintendent, and one school board lawyer turned superintendent personally responsible for the abuse that my child was forced to endure for months inside of an SCPS School. They did nothing to stop it, ever.

Nma Sandberg
10-26-2021