

Office of Human Resources
Marjorie H. Adler, Chief Personnel Officer

SUBJECT: APPOINTMENTS AND ASSIGNMENTS OF PERSONNEL TO THE SCHOOL DISTRICT

COMMITTEE: LEGISLATIVE RELATIONS, PUBLIC RELATIONS AND PERSONNEL SERVICES

The following recommended appointments reflect assignments of personnel, including Managerial Exempt Personnel (MEP) and professional and technical personnel (DCSAA) to the District. The MEP and DCSAA recommendations are made in accordance with Board Rules 6Gx13- 4A-1.16, 6Gx13- 4A-1.61, and the DCSAA labor contract. The assignments and appointments of personnel, are a direct result of the Board-approved advertisement and selection process.

Ms. Arlene S. Shackelford is recommended for appointment to the open budgeted position of School Board Office Manager, DCSAA pay grade 39, Board Members Office, effective May 20, 2004. Ms. Shackelford received a Bachelor of Science in Criminal Justice from Florida Memorial College, Miami Florida in December 1981 and a Master of Arts in Human Behavior and Conflict Management from the Columbia College, Columbia, South Carolina in May 1999. Ms. Shackelford's work history from 1985 through 2003 includes Regional Manager, USAirways, Inc., Charlotte, North Carolina; Assistant Vice President, Employee Relations Consultant; Vice President, HR Business Partner Team Leader; Vice President, Employee Relations Team Leader, and Senior Vice President Human Resources, Wachovia Corporation, Charlotte, North Carolina.

Ms. Carol L. Goetz is recommended for appointment to the open budgeted position of Senior Project Manager, Program Management, DCSAA pay grade 44, Information Technology Services. Ms. Goetz received a Bachelors Degree in Business Education from the University of Northern Colorado, Greeley, Colorado in June 1977. Ms. Goetz' work history from 1987 through the present includes Business Analyst, Signature Consultants; Consultant, Grupos de Diarios America; Business Analyst, Digitas, LLC, Miami, Florida; Director of Development, Yupi Internet, Miami Beach, Florida; Corporate and Intranet WebMaster and Program Manager, PCB Design Solutions; Manager of Technical Services, Project Manager, Software Quality Engineer and Systems/Programmer Analyst II, Auto-Trol Technology Corporation, Thornton, Colorado.

Mr. Steve M. Alberghene is recommended for appointment to the open budgeted position of Senior Project Manager, Program Management, DCSAA pay grade 44, Information Technology Services. Mr. Alberghene received a Bachelors Degree in Music Education from Indiana University, Bloomington, Indiana in January 1981. Mr. Alberghene's work history from 1985 through the present includes Program Manager/Consultant for M-DCPS; Senior Consultant, Fonterra Dairy Cooperative Ft. Lauderdale, Florida; Manager, Project Manager and Technical

Architect, Sensormatic Electronics Corporation, Boca Raton, Florida; Senior Manager, Certified Vacations, Ft. Lauderdale, Florida; Technical Architect, National Council on Compensation Insurance, Boca Raton, Florida; Programmer Analyst and Strategic Analyst and Systems Engineer, John Aiden Life Insurance, Miami, Florida; Lead Application Programmer and Systems Engineer, Modern Technologies Corporation, Dayton, Ohio; and Programmer and Microcomputer Consultant, Aeronautical Systems Division, Wright-Patterson Air Force Base, Ohio.

Mr. Gonzalo J. Roger is recommended for appointment to the open budgeted position of Systems Analyst I, DCSAA pay grade 39, Systems and Programming Services. Mr. Roger received a Bachelors Degree on Business Administration from Florida International University, on August 6, 1982. Mr. Roger's work history from 1982 through the present includes Senior Programming/ Analyst, CAI-Consultant/Contractor M-DCPS, Miami, Florida; Senior Programmer Analyst, ABC Distributing Company; Sr. Programmer Analyst, Senior Team Leader, COMSYS; Information Analyst/Specialist, EDS Corporation; Programmer/Senior Programmer Analyst, Eastern Air Lines/System One.

Mr. James C. O'Rourke is recommended for appointment to the open budgeted position of Systems Analyst I, DCSAA pay grade 39, Systems and Programming Services. Mr. O'Rourke received a Bachelor of Commerce Degree from the National University of Ireland on November 1, 1984. Mr. O'Rourke worked as a Systems Analyst/Programmer with Assurant Group, Miami, Florida from November 1996 through December 2003.

Mr. Jose P. Fernandez is recommended for appointment to the open budgeted position of Director Performance Improvement, MEP pay grade 21, Office of Performance Improvement. Mr. Fernandez received a Bachelor of Science Degree in Chemistry from the University of Miami, Coral Gables, Florida on June 5, 1968 and a Master Degree in Business Administration from the University of Miami, Coral Gables, Florida on May 2, 1976. Mr. Fernandez' work history from 1981 through the present includes President and CEO, Performance Consulting Group, Inc., Miami, Florida; Assistant Vice President, Performance Improvement, Pan American Hospital, Miami, Florida; Administrator – Metro Total Quality and Employee Development and Metro-Dade Total Quality Management Administrator, Miami-Dade County Government, Miami, Florida; Senior Purchasing Agent and Senior Advisor, Supplier Excellence, Florida Power and Light Company, Miami, Florida.

Ms. Veretas Rolle-Fernandes is recommended for appointment to the open budgeted position of Staff Auditor II, DCSAA pay grade 39, Office of Management and Compliance Audits. Ms. Rolle-Fernandes received a Bachelor of Science Degree in Accounting from Florida Memorial College, Miami, Florida on May 5, 1991 and a Master of Accounting from St. Thomas University, Miami, Florida on May 19, 2001. Ms. Rolle-Fernandes' work history from 1994 through the present includes Business Resource Center Coordinator/Adjunct Professor, Miami Dade College, Miami, Florida; Accounting Manager, Lowell Homes, Inc., Miami, Florida; Adjunct Professor Accounting, Jones College, Miami, Florida; Senior Accountant, Accounting and Bookkeeping Services, Miami, Florida; Senior Accountant, National Housing Group, Miami, Florida; and Accounting Clerk/Payroll, Stiefel Laboratories Inc., Coral Gables, Florida.

A
D
D

RECOMMENDED: That The School Board of Miami-Dade County, Florida, appoint effective June 17 2004, or as soon thereafter as can be facilitated with the exception of the effective dates as noted throughout the item:

1. **Ms. Arlene S. Shackelford** to the open budgeted position of School Board Office Manager, DCSAA pay grade 39, Board Members Office;
2. **Ms. Carol L. Goetz** to the open budgeted position of Senior Project Manager, Program Management, DCSAA pay grade 44, Information Technology Services;
3. **Mr. Steve M. Alberghene** to the open budgeted position of Senior Project Manager, Program Management, DCSAA pay grade 44, Information Technology Services;
4. **Mr. Gonzalo J. Roger** to the open budgeted position of Systems Analyst I, DCSAA pay grade 39, Systems and Programming Services;
5. **Mr. James C. O'Rourke** to the open budgeted position of Systems Analyst I, DCSAA pay grade 39, Systems and Programming Services,
6. **Mr. Jose P. Fernandez** to the open budgeted position of Director Performance Improvement, MEP pay grade 21, Office of Performance Improvement, and
7. **Ms. Veretas E. Rolle-Fernandes** to the open budgeted position of Staff Auditor II, DCSAA pay grade 39, Office of Management and Compliance Audits.

REVISED

A
D
D
E
D

MHA:mtp