

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE SEPTEMBER 26, 2023 BOARD MEETING**

I. Appointments Grade 19 and above:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Bitihari, Olivier	Child Care Scholarship Service Level Agreement Program Manager – Administrative Program Manager IV	22	Office of the Deputy State Superintendent for Teaching and Learning, Division of Early Childhood	TBD
Brasser, Emily	Chief, Nutrition Program Compliance Section – Education Support Program Coordinator II	20	Office of the Deputy State Superintendent for Organizational Effectiveness, Office of School and Community Nutrition Programs	TBD
Epps, Viola	Child Care Licensing Supervisor	19	Office of the Deputy State Superintendent for Teaching and Learning, Division of Early Childhood	TBD
Hansbrough, Joseph	Director of Project Management – Program Manager Senior II	24	Office of the Deputy State Superintendent of Operations, Office of Information Technology	TBD
Lenzner, Stephen	Child Care Scholarship Program Manager – Administrative Program Manager IV	22	Office of the Deputy State Superintendent for Teaching and Learning, Division of Early Childhood	TBD
Matthews, Shavon	Customer Service Coordinator – Administrative Program Manager II	20	Office of the Deputy State Superintendent for Teaching and Learning, Division of Early Childhood	TBD
May, Patricia	Psychologist II	23	Office of the Deputy State Superintendent for Organizational Effectiveness, Division of Rehabilitation Services – Disability Determination Services	TBD
Ward, Suzannah	Coordinator of Comprehensive Health Education – Education Program Specialist II	22	Office of the Deputy for Teaching and Learning, Office of Teaching and Learning Instructional Programs and Services	TBD

II. Appointments Grade 18 and below

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Caballero, Marie	Program Finance Analyst – Administrator III	18	Office of the State Superintendent, Division of Financial Planning, Operations, and Strategy	TBD
Felton, Joseph	Disability Claims Examiners – Vocational Rehabilitation Specialist	14	Office of the Deputy State Superintendent for Organizational Effectiveness, Division of Rehabilitation Services – Disability Determination Services	TBD
Fletcher, Shantell	Child Care Licensing Specialist Trainee	15	Office of the Deputy State Superintendent for Teaching and Learning, Division of Early Childhood	TBD
Magana, Nancy	Hearing Officer – Staff Specialist III	18	Office of the Deputy State Superintendent for Organizational Effectiveness, Division of Rehabilitation Services – Disability Determination Services	9/20/2023
McPherson, Stacey	Operations Coordinator – Administrator I	16	Office of the Deputy State Superintendent for Teaching and Learning, Office of Teaching and Learning Instructional Programs and Services	9/6/2023
Macakanja, Slavica	Talent Acquisition Specialist – Human Resource Officer I	15	Office of the State Deputy Superintendent of Operations, Office of Human Resources	9/20/2023
Magadu, Athule	Disability Claims Examiners – Vocational Rehabilitation Specialist	14	Office of the Deputy State Superintendent for Organizational Effectiveness, Division of Rehabilitation Services – Disability Determination Services	TBD
Sarpong, Peter	Accountant Advanced	17	Office of the Deputy State Superintendent, Division of Business Services	9/20/2023

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Serra, Morgan	Disability Claims Examiners – Vocational Rehabilitation Specialist I	14	Office of the Deputy State Superintendent for Organizational Effectiveness, Division of Rehabilitation Services – Disability Determination Services	10/18/2023
Tilghman, Salvatore	Invoice Processor – Fiscal Accounts Clerk II	10	Office of the State Superintendent, Division of Financial Planning, Operations, and Strategy	9/6/2023



August 22, 2023
BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Olivier Bitihari

Position: Child Care Scholarship Service Level Agreement Program Manager -
Administrative Program Manager IV

Division/Office: Office of the Deputy State Superintendent for Teaching and Learning, Division
of Early Childhood

Salary Grade: State Salary Grade: 22
Annual Salary Range: \$84,047 - \$135,450

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Bachelor's Degree

EXPERIENCE:

Four (4) years of related experience in systems management and vendor relations.

Note: Additional experience can be substituted year for year for the required education.

NOTES:

1. Candidates may substitute the possession of a Master's degree or the equivalent of 36 credit hours of post-baccalaureate course work in a related area for two years of the required experience directly related to the position.

DESCRIPTION:

The Program Manager, Service Level Agreement, Child Care Scholarship Branch will manage the assessment of Service Level Agreements for a 78M TO Contract that delivers the authorization and payment of Child Care Scholarship Services on behalf of the Maryland State Department of Education (MSDE). The position utilizes Child Care Automated Tracking System (CCATS), Child Care Subsidy Policies and Procedures (CCATS), Child Care Subsidy (CCS) case management software (MDC-1, MDC-2, CITRIX, etc.), COMAR, and the Child Care Subsidy Case Management and Payment Processing Functions – Imaging, Data Management and Interactive Voice Responsive System to identify the propriety of the vendor's reported SLA, to calculate the amount of SLA penalties owed, and to complete and document Quality Assurance Reviews.

Olivier Bitihari:

QUALIFICATIONS:

Education

Institut Supérieur de Gestion des Entreprises (Bujumbura, Burundi) 2002 – Bachelor’s Degree in Management

University du Quebec a Montreal (Quebec, Canada) 1999 – Certificate in Administration

French College (Quebec, Canada) 1995 – D Diploma in General Humanities

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2022 – Present: Quality Assurance – Administrative Program Manager II (Contract)

2019 – 2022: Quality Assurance – Administrative Program Manager I (Contract)

2019: Quality Assurance – Staff Specialist IV (Temporary)

Burundi Cement Company

2008 – 2017: Procurement & Logistics Manager (Buceco)

Bell Canada

1996 – 1999: Marketing Agent

SOCODI (Trade * Distribution Company)

2000 – 2008: Manager, Cement Import

EMPLOYMENT STATUS:

New Hire



September 26, 2023
BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Emily Brassler

Position: Chief, Nutrition Program Compliance Section
Educational Support Program Coordinator II

Division/Office: Office of the Deputy State Superintendent for Organizational Effectiveness,
Office of School and Community Nutrition Programs

Salary Grade: State Salary Grade: 20
Annual Salary Range: \$73,787 - \$118,953

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master's degree or equivalent 36 credit hours of post baccalaureate course work in Nutrition, Dietetics, Consumer Science, Food Service Management, Institutional Administration, Public Health or a related field.

EXPERIENCE:

Five (5) years of professional experience in assessing compliance with federal law and regulations or Child Nutrition Programs.

NOTES:

1. Candidates may substitute a Bachelor's Degree with 7 years of the specified content experience to satisfy the Minimum Qualifications noted above.

DESCRIPTION:

The main purpose of this position is to ensure the integrity of all Child Nutrition Program Institutions (Institutions) and Local Education Agencies (LEAs) by leading, planning and directing the assessment and monitoring activities of the Program Compliance specialists to evaluate that the various nutrition programs are operated in compliance with State and federal regulations and ensure the optimum nutrition standards are available for education and sponsoring agencies throughout the state of Maryland.

Emily Brasser:

QUALIFICATIONS:

Education

Maryland University of Integrative Health (Laurel, Maryland) 2016 – Master’s Degree in Health Promotion

University of Maryland, College Park (College Park, Maryland) 2008 – Bachelor’s Degree in Dietetics

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2021 – Present: Educational Support Program Coordinator I

2014 – 2021: Program Compliance Specialist

Medifast Weight Control Centers (Baltimore, Maryland)

2011 – 2014: Senior Nutrition Counselor

Israel Ministry of Health (Jerusalem, Israel)

2009 – 2010: Intern (Nutrition Promotion and Communications)

EMPLOYMENT STATUS:

Promotional



September 26, 2023
BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Viola Epps
Position: Child Care Licensing Supervisor
Division/Office: Office of the Deputy State Superintendent for Teaching and Learning, Division of Early Childhood
Salary Grade: State Salary Grade: 19
Annual Salary Range: \$69,159 - \$111,505
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Bachelor's degree in child development, education, social work or psychology from an accredited college or university.

EXPERIENCE:

Four years of experience inspecting, licensing, and monitoring child care centers, family day care homes and non-public nursery schools.

NOTES:

1. An Associate of Arts degree in early childhood development, teacher education, sociology or psychology and two years work experience inspecting, licensing, and monitoring child care centers, family day care homes and non-public nursery schools may be substituted for the required education.
2. Applicants may substitute graduate education in a Child Development curriculum at an accredited college or university at the rate of 30 credit hours per year for up to two years of the required experience.

DESCRIPTION:

The Child Care Licensing Specialist is the full performance level of work inspecting, licensing, and monitoring child care centers, family child care homes, and non-public nursery schools to ensure enforcement of child care regulations and the provision of quality child education development programs. The main purpose of the position is to support the Office of Child Care's goal of protecting the health, safety, and welfare of children in childcare settings outside their own homes through the licensure of childcare centers, the issuance of Letters of Compliance to certain religious child care programs, the registration of family day care homes, and the approval of nonpublic nursery schools and the investigation of complaints lodged against legitimate and illegal child care providers.

Viola Epps:

QUALIFICATIONS:

Education

University of the District of Columbia (Washington, District of Columbia) – Bachelor’s Degree in Health Education

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2023 – Present: Child Care Licensing Specialist Lead

2007 – 2023: Child Care Licensing Specialist

EMPLOYMENT STATUS:

Promotional



September 26, 2023
BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Joseph J. Hansbrough

Position: Director of Project Management
Program Manager Senior II

Division/Office: Office of the Deputy State Superintendent of Operations, Office of Information Technology

Salary Grade: State Salary Grade: 24
Annual Salary Range: \$95,798 - \$154,319

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master's degree from an accredited college or university.

EXPERIENCE:

Seven years of progressive IT Project Management experience, five years of this experience must have included directing/supervising other project managers.

NOTES:

1. A Bachelor's degree from an accredited college or university and ten years of progressive IT Project Management experience, including 5 years of directing/supervising other project managers may be used to substitute a Master's degree.

DESCRIPTION:

The Director of Project Management has the leadership role to plan, implement and monitor, large-scale IT projects with an annual budget of over \$100 million on time. The Director of Project Management is also responsible for leading team members and managing resources within and outside the agency; collaborate with deputy and assistant state superintendents, directors, managers, and stakeholders, to devise flexible strategies that will successfully drive multiple projects and yield super-normal outcomes; ability to apply economy of scale to maximize productivity and avoid cost-overruns; equipped with information technology competence to use software applications such as Smartsheet, SharePoint and other cutting-edge tools to create systems and processes to manage the job duties of team members and projects; and the expertise to create a highly synergistic work culture in a fast-paced work environment.

Joseph Hansbrough:

QUALIFICATIONS:

Education

Mount Saint Mary's University (Emmitsburg, Maryland) 2009 – Bachelor's Degree Communications

Project Management Institute 2020 – Project Management Professional Certification

Experience:

Edwards Performance Solutions (Columbia, Maryland)

2022 – Present: Senior Project Manager

The Berndt Group (Baltimore, Maryland)

2017 – 2022: Senior Account Manager

Renegade Communications (Hunt Valley, Maryland)

2011 – 2017: Project Manager/Account Executive

Coronation Media (Emmitsburg, Maryland)

2018 – 2019: Production Coordinator

EMPLOYMENT STATUS:

New Hire



August 22, 2023
BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Stephen Lenzner

Position: Child Care Scholarship Program Manager – Administrative Program Manager IV

Division/Office: Office of the Deputy State Superintendent for Teaching and Learning, Division of Early Childhood

Salary Grade: State Salary Grade: 22
Annual Salary Range: \$84,047 - \$135,450

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Bachelor’s Degree

EXPERIENCE:

Four (4) years of related experience in systems management and vendor relations.

Note: Additional experience can be substituted year for year for the required education.

NOTES:

1. Candidates may substitute the possession of a Master’s degree or the equivalent of 36 credit hours of post-baccalaureate course work in a related area for two years of the required experience directly related to the position.

DESCRIPTION:

The Program Manager, Child Care Scholarship works closely with members of the CCS Branch to coordinate internal and external activities that ensure programmatic oversight of the vendor and that ensures policies and procedure are implemented uniformly. This role uses technical expertise to support the movement and approval of the Child Care Family and Provider Portal and providing administrative oversight and programmatic review of a Case Management and Provider Payment Functions Task Order to ensure vendor is operating in compliance with the TO contract. Providing technical system support, CCS policy and procedures implementation, and administrative guidance, the Program Manager is responsible for administrative oversight in excess of \$163M in CCDF/state funds and a TO Contract in excess of 70M.

Stephen Lenzner:

QUALIFICATIONS:

Education

University at Buffalo (Buffalo, New York) 1988 – Bachelor’s Degree in Anthropology

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2022 – Present: Deputy Chief, Child Care Scholarship Program, Administrative Program Manager III (Contract)

2019 – 2022: Child Care Scholarship Systems Flow Quality Assurance Manager – Staff Specialist IV (Contract)

Paradigm Design (Baltimore, Maryland)

1997 – Present: Strategist/Analyst/Designer – Informatics, Communications, and Interactive Design (consulting – nonprofit)

The Whiting-Turner Contracting Company (Towson, Maryland)

2014 – 2015: Software Implementation Data Analyst

Value Options Maryland (Linthicum Heights, Maryland)

2010 – 2012: Business Systems Analyst

OneTouch Technologies Corporation (Aliso Viejo, California)

2001 – 2001: Software Implementation Specialist

UCLA School of Medicine, Department of Radiation Oncology (Los Angeles, California)

1993 – 1996: Department Data Manager & Clinical Trials Program Coordinator

EMPLOYMENT STATUS:

New Hire



September 26, 2023
BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Shavon Matthews

Position: Customer Service Coordinator – Administrative Program Manager II

Division/Office: Office of the Deputy State Superintendent for Teaching and Learning, Division of Early Childhood

Salary Grade: State Salary Grade: 20
Annual Salary Range: \$73,787 - \$118,953

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Bachelor’s Degree.

EXPERIENCE:

Four (4) years of related experience in program management and coordination

Notes:

1. Candidates may substitute the possession of a Master’s degree or the equivalent of 36 credit hours of post-baccalaureate course work in a related area for two years of the required experience directly related to the position.
2. Additional experience can be substituted year for year for the required education.

DESCRIPTION:

This position is responsible for coordinating services and the provision of support services for the Customer Service Team. The position coordinates with MSDE leadership to compile data regarding the provision of services, leads customer service improvement, increases customer service support to the community, utilizes Child Care Automated Tracking System (CCATS), OnBase, Child Care Scholarship (CCS) Policies and Procedures, and other designated Child Care Scholarship (CCS) case management software that interfaces with CCATS to complete Quality Assurance Reviews, and assists with the completion of other assignments and communications.

Shavon Matthews:

QUALIFICATIONS:

Education

Strayer University (Baltimore, Maryland) Degree in Business Administration concentration on Project Management

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2022 – Present: Customer Service Coordinator (Contract)

Deloitte (Baltimore, Maryland)

2020 – 2022: Department Manager/Project Leader

Conduent (Hunt Valley, Maryland)

2020 – 2021: Customer Service Supervisor

IKEA (White Marsh, Maryland)

2013 – 2019: Department Manager

Paragon Management, Oriole Park (Baltimore, Maryland)

2004 – 2007: Customer Service Manager

Nordstrom (Towson, Maryland)

2007 -2009: Retail Manager

Baltimore Gas and Electric/Call Center

2009 – 2013: Department Manager for Collections, Escalations, Quality Assurance

EMPLOYMENT STATUS:

New Hire



September 26, 2023
BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Patricia May

Position: Psychologist II

Division/Office: Office of the Deputy State Superintendent for Organizational Effectiveness,
Division of Rehabilitation Services – Disability Determination Services

Salary Grade: State Salary Grade: 23
Annual Salary Range: \$89,727 - \$144,573

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Determined by the Maryland State Board of Examiners of Psychologist under the licensing requirements for Psychologists.

EXPERIENCE:

Two years of supervised clinical experience as a psychologist in health service, at least one year of which is post master’s degree.

NOTES:

Candidates may substitute U.S. Armed Forces military service experience as a commissioned officer in Clinical Psychology classifications or Psychology specialty codes in the Psychology field of work on a year-for-year basis for the required experience.

DESCRIPTION:

This rewarding position interpreting adult psychiatric and psychological evidence, prescribing psychiatric and psychological needs, and participating as the mental health consultants in the adjudication of Social Security and Supplemental Security Income disability claims.

Patricia May:

QUALIFICATIONS:

Education

Northern Illinois University (DeKalb, Illinois) – Ph.D. Degree in Clinical Psychology

Towson State University (Towson, Maryland) – Master’s Degree in Clinical Psychology

Wittenberg University (Springfield, Ohio) – Bachelor’s Degree in Psychology Business

Experience:

Willoughby & Associate/Veterans Guardian (Stevenson, Maryland)

2022 – 2023: Consulting Psychologist

Maryland State Department of Education, Disability Determination Services (Baltimore, Maryland)

2016 – 2021: Psychologist II

MedOptions, Inc. (Towson, Maryland)

2009 – 2015: Psychologist

Kennedy Krieger Institute, Family Centre (Columbia, Maryland)

2007 – 2009: Research Associate IV

Columbia Counseling Center (Columbia, Maryland)

2005 – 2007: Psychology Associate

Melinda Stein, Ph.D. (Towson, Maryland)

2005 – 2007: Psychology Associate

EMPLOYMENT STATUS:

New Hire



September 26, 2023
BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Suzannah L. Ward

Position: Coordinator of Comprehensive Health Education –
Education Program Specialist II

Division/Office: Office of the Deputy for Teaching and Learning, Office of Teaching and Learning
Instructional Programs and Services

Salary Grade: State Salary Grade: 22
Annual Salary Range: \$84,047 - \$135,450

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master’s Degree or equivalent 36 credit hours of post baccalaureate course work in Education, Educational Administration/Supervision, Health Education, or a related field. Maryland certification in Health Education is preferred

EXPERIENCE:

Five (5) years of administrative or teaching experience in, or affiliated with an education program, including two years of experience in coordinating or administering an education program or service related to Health Education Programs.

DESCRIPTION:

Under the direction of the Director of Comprehensive Health and Physical Education, the Coordinator of Comprehensive Health Education provides leadership and content area expertise coordination in alignment with Maryland statutes and regulations and federal requirements for comprehensive skills-based health education programs. This position supports the Director in working with Local Education Agencies (LEAs) to develop, interpret, and implement health education programs, courses, instructional frameworks, curriculum, and policies. Additionally, this position works closely with key stakeholders in supporting health literacy for every Maryland child, especially those who have been historically underserved. This position collaborates with diverse communities and organizations to analyze programs and strategies that promote students’ health and well-being, and build best in class, research-based health education pathways, such as dual enrollment, advanced placement, international baccalaureate, and comprehensive health education-based programs of study and apprenticeships. This position supports the Maryland State Department of Education’s efforts in implementing the multi-year strategic plan and the Blueprint for Maryland’s Future.

Suzannah L. Ward:

QUALIFICATIONS:

Education

Yale University (New Haven, CT) 2023 – Master’s Degree in Public Health in Social and Behavioral Sciences

University of Tennessee (Knoxville, TN) 2017 – Bachelor’s Degree in Spanish

Experience:

Out in Public, Yale School of Public Health (New Haven, CT)

2022 – 2023: President, Health Support Initiatives

Answer, Rutgers University (Piscataway, NJ)

2022: Sex Education Intern

The American School Health Association (Bloomington, IN)

2022: Sex Education Intern

University of Tennessee Department of Public Health, (Knoxville, TN)

2020 – 2021: Research Assistant, Rape Prevention Education Evaluation Team

Peace Corps (Paraguay)

2018 – 2020: Community Health Volunteer

Inskip Elementary School (Knoxville, TN)

2016 – 2017: Community School and Latinx Community Liaison

EMPLOYMENT STATUS:

New Hire

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE SEPTEMBER 26, 2023 BOARD MEETING
Addendum**

I. Appointments Grade 19 and above:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Bentley, Andrea	Director of Employee Relations and Services – Administrative Program Manager IV	23	Office of the Deputy State Superintendent of Operations, Office of Human Resources	TBD
Brewer, Chelsea	Coordinator, School Improvement and Supports – Education Program Specialist II	22	Office of the Chief of School Improvement and Transformation, Office of School Improvement and Supports	TBD
DeCosta, Kenya	Business Services Partner – Program Manager IV	22	Deputy State Superintendent of Operations, Office of Procurement and Contract Management	TBD
Egungbemi, Kysha	Coordinator, Advanced Academics and Gifted and Talented Programs – Education Program Specialist II	22	Office of the Deputy State Superintendent for Teaching and Learning, Office of Teaching and Learning Instructional Programs and Services	TBD
Hanley, Lorna	Coordinator, School Improvement and Supports – Education Program Specialist II	21	Office of the Chief of School Improvement and Transformation, Office of School Improvement and Supports	TBD
Hesse, Payton	Specialist, Environmental Literacy – Education Program Specialist I	21	Office of the Deputy State Superintendent for Teaching and Learning, Office of Teaching and Learning Instructional Programs and Services	TBD
Hickman, Antoine	Assistant State Superintendent, Division of Early Intervention and Special Education Services – Executive VII	EPP 0004	Office of the Deputy State Superintendent for Teaching and Learning, Division of Early Intervention and Special Education Services	TBD

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Hill, Raven	Senior Executive Director, Communications and Community Engagement – Executive VII	EPP 0004	Office of the State Superintendent, Office of Communications and Community Engagement	TBD
Johnson, Jessica	Program Approval Coordinator – Education Program Specialist II	22	Office of the State Superintendent, Division of Educator Certification and Program Approval	TBD
Karangu, James	Internal Auditor Program Supervisor	20	Office of the State Superintendent, Office of Audits	TBD
Kramer, Charles	Director, Office of School Improvement and Supports – Education Program Manager Senior II	24	Office of the Chief of School Improvement and Transformation, Office of School Improvement and Supports	TBD
Liniak, Tom	Director for Community-Based and Workforce Services – Vocational Rehabilitation Director III	24	Office of the Deputy State Superintendent for Organizational Effectiveness, Division of Rehabilitation Services	TBD
Rao, Jesse	Senior Executive Director, Office of Fiscal Operations and Strategy – Program Manager Senior IV	26	Office of the Deputy State Superintendent, Division of Financial Planning, Operations and Strategy	TBD
Rodriguez, Cristina	Director, Literacy Programs and Initiatives – Education Program Manager II	24	Office of the Deputy State Superintendent for Teaching and Learning, Office of Teaching and Learning Instructional Programs and Services	TBD
Vass, Charlette	Coordinator, School Improvement and Supports – Education Program Specialist II	22	Office of the Chief of School Improvement and Transformation, Office of School Improvement and Supports	TBD
Wilson, Jeremy	Business Services Coordinator – Program Manager I	19	Office of the Deputy State Superintendent of Operations, Office of Procurement and Contract Management	TBD

II. Appointments Grade 18 and below

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Brooks, Lynda	Operations Coordinator – Administrator I	16	Office of the Deputy State Superintendent for Teaching and Learning, Office of Teaching and Learning Instructional Programs and Services	10/04/2023
Hussain, Asad	Occupational Therapist III	17	Office of the Deputy State Superintendent for Organizational Effectiveness, Division of Rehabilitation Services	TBD



September 26, 2023
BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Andrea M. Bentley

Position: Director of Employee Relations and Services –
Administrative Program Manager IV

Division/Office: Office of the Deputy State Superintendent of Operations,
Office of Human Resources

Salary Grade: State Salary Grade: 23
Annual Salary Range: \$89,727 -\$144,573

Effective Date: TBD

EDUCATION:

Bachelor’s degree from an accredited college or university.

EXPERIENCE:

Five years of professional Human Resources experience, including making determinations based on related employment law and regulations, Employee Relations, Employment Services, reviewing and approving of ADA requests, employee grievance and disciplinary matters, conducting grievance and disciplinary investigations, administering employee benefits, managing retirement provisions, and excellent customer service. Two years of this experience must have included the supervision of other employees.

DESCRIPTION:

Under the direction of the Deputy Superintendent of Operations, this role supports the mission of MSDE by directing the strategic as well as the daily operations of Employee Relations and Employment Services. Position Duties Include advising the Deputy Superintendent and the executive staff on matters related to investigations, discipline, performance evaluation, and employee services, working with the Deputy Superintendent to develop and implement the operations of a service-level based, one-stop operation that provides high quality and consistent customer service to all MSDE staff, providing guidance in matters related to employee pay, benefits, retirement, leave, and personnel matters to promote MSDE as a desirable employer and thriving workplace, establishing professional development programs for MSDE staff , and creating and recommending training options, platforms, and an array of trainings.

Andrea M. Bentley:

QUALIFICATIONS:

Education:

Howard University School of Law (Washington, D.C.) 2002 – J.D. Law Degree; Bachelor’s Degree in English

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2023 – Present: Manager of Employee Relations

Allegis Group (Hanover, Maryland)

2021 – 2023: Compliance Analyst

District of Columbia Department of Behavioral Health (Washington D.C.)

2017 – 2021: Labor and Employee Relations Specialist

Alston & Bird (Atlanta, Georgia)

2015 – 2016: Project Attorney

American Federation of Government Employees (AFGE), District 5 (Riverdale, Georgia)

2013 – 2015: District Manager

National Association of Government Employees (NAGE) (Alexandria, Virginia)

2010 – 2012: Western Regional Manager

D.C. Office of Labor Relations (Washington D.C.)

2005 – 2007: Attorney Advisor

National Treasury Employees Union (Washington D.C.)

2005 – 2007: Assistant Counsel

EMPLOYMENT STATUS:

Promotional



September 26, 2023
BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Chelsea Brewer

Position: Coordinator, School Improvement and Supports
Education Program Specialist II

Division/Office: Office of the Chief of School Improvement and Transformation, Office of School Improvement and Supports

Salary Grade: State Salary Grade: 22
Annual Salary Range: \$84,047 - \$135,450

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master’s degree or the equivalent of 36 credit hours of post-baccalaureate course work from an accredited college or university.

EXPERIENCE:

Five years of administrative or teaching experience in, or affiliated with, an education program, including two years of experience in coordinating or administering an education program or service directly related to School Improvement or Title I, Part A

DESCRIPTION:

The Coordinator, Office of School Improvement and Supports is responsible for providing evidence - and-outcomes-based support to the central administration and coordination of Title I, Part A – Supporting Basic Programs Operated by Local Education Agencies – at the Maryland State Department of Education (MSDE). The Coordinator provides service level-based customer service and assistance in the development and implementation of a state-wide system of support to local education agencies (LEAs) and private agencies to ensure that economically disadvantaged students receive a fair, equitable, and high-quality education. Specifically, this position will support LEAs in operationalizing and deploying comprehensive policies and practices that provide high-quality instruction, support, and services to students to accelerate learning, especially for those who have been historically underserved to improve the performance of its lowest performance schools to ensure success for every student; and in support of the MSDE’s implementation of the multiyear strategic plan and the Blueprint for Maryland’s Future.

Chelsea Brewer:

QUALIFICATIONS:

Education

American University (Washington, D.C.) 2016 – Master’s Degree in Education Policy & Leadership:
Literacy

Hampton University (Hampton, Virginia) 2011 – Bachelor’s Degree in Psychology

Experience:

Amplify Education Inc. (Brooklyn, New York)

2022 – Present: District Coach (mCLASS Assessments)

DC Public Schools (Washington, D.C)

2020 – 2022: Instructional Coach/School Based Testing Coordinator

DC Scholars Public Charter School (Washington, D.C.)

2015 – 2020: Literacy Coach

2014 – 2015: Teacher

EMPLOYMENT STATUS:

New Hire



September 26, 2023
BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Kenya DeCosta

Position: Business Services Partner
Program Manager IV

Division/Office: Deputy State Superintendent of Operations, Office of Procurement and Contract Management

Salary Grade: State Salary Grade: 22
Annual Salary Range: \$84,047 - \$135,450

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Bachelor’s degree from an accredited college or university.

EXPERIENCE:

Five years of professional public sector procurement, or private sector contracting experience, which include activities such as soliciting, evaluating, negotiating and awarding contracts, advertising procurement opportunities, distributing specifications to vendors, coordinating bidder evaluation committees, conducting vendor debriefings, monitoring contract performance, eProcurement management, professional certification or procurement business operations.

NOTES:

1. Candidates may substitute one year of experience in ensuring appropriate and consistent enterprise-wide interpretation of and compliance with enterprise level procurement laws, regulations, policies and procedures for the required education.

DESCRIPTION:

The Business Services Partner (BSP) serves as the primary procurement and contract management officer, point of contact, and technical service provider to assigned Maryland State Department of Education (MSDE) division leaders, offices, and units. The BSP will manage the department’s capacity to effectively meet the procurement and contract management goals of all divisions by working directly with MSDE program leaders.

Kenya DeCosta:

QUALIFICATIONS:

Education

Strayer University (Owings Mills, Maryland) Bachelor's Degree in Criminal Justice Administration,
Associate's Degree in Business Administration

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2020 – Present: Business Services Coordinator

2016 – 2020: Grants Management System Administrator

1999 – 2016: Administrative Officer I

United Cerebral Palsy (Hunt Valley, Maryland)

1995 – 1998: Office Manager

EMPLOYMENT STATUS:

Promotional



September 26, 2023
BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Kysha Egungbemi

Position: Coordinator, Advanced Academics and Gifted and Talented Programs
Education Program Specialist II

Division/Office: Office of the Deputy State Superintendent for Teaching and Learning, Office of Teaching and Learning Instructional Programs and Services

Salary Grade: State Salary Grade: 22
Annual Salary Range: \$84,047 - \$135,450

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master’s degree or the equivalent of 36 credit hours of post-baccalaureate coursework in Education or related areas from an accredited college or university.

EXPERIENCE:

Five years of administrative or teaching experience in, or affiliated with, Advanced Academics and Gifted and Talented education or related education programs in prekindergarten through grade 12 settings.

DESCRIPTION:

The Coordinator for Advanced Academics and Gifted and Talented Education position provides best-in-class program coordination, development, and support of highly effective prekindergarten through grade 12 programs and initiatives aligned to the Maryland State Standards to accelerate student performance in Advanced Academics and Gifted and Talented Education programs across local education agencies (LEAs) and early learning environments in support of the success of students. This position supports the Director of Director, Advanced Academics and Gifted and Talented Education, to develop and facilitate high-quality professional learning and technical assistance in service level-based timelines and work with LEAs and early learning providers to develop, interpret, and implement Advanced Academics and Gifted and Talented Education programs, courses, instructional frameworks, curricula, and policies related to Maryland State Department of Education initiatives.

Kyssha Egungbemi:

QUALIFICATIONS:

Education

Indiana University (Gary, Indiana) 2003 - Master's Degree in Public Administration

Howard University (Washington, DC) 1995 - Bachelor's Degree in Elementary and Special Education

University of Maryland College Park (College Park, Maryland) 2014 – Certificate in Administration and Supervision; Present - Doctoral Candidate for Educational Systems Leadership

Maryland State Department of Education (Baltimore, Maryland) – Advanced Professional Certificate in Spanish Pre-K-12 and Administrator I

Experience:

Middle River Middle School (Baltimore, Maryland)

2022 – Present: Department Chair - World Languages

Woodlawn High School (Baltimore Maryland)

2021 – 2022: Resource Teacher

Old Mill Middle School (Millersville, Maryland)

2018 – 2021: International Baccalaureate Middle Years Program Coordinator

Montgomery Village Middle School (Rockville, Maryland)

2014 – 2018: International Baccalaureate Middle Years Program Coordinator/Content Specialist for World Languages and ESOL

Gaithersburg High School (Gaithersburg, Maryland)

2010 – 2014: Spanish Teacher

EMPLOYMENT STATUS:

New Hire



September 26, 2023
BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Lorna Hanley

Position: Coordinator, School Improvement and Supports
Education Program Specialist II

Division/Office: Office of the Chief of School Improvement and Transformation, Office of School Improvement and Supports

Salary Grade: State Salary Grade: 22
Annual Salary Range: \$84,047 - \$135,450

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master’s degree or the equivalent of 36 credit hours of post-baccalaureate course work from an accredited college or university.

EXPERIENCE:

Five years of administrative or teaching experience in, or affiliated with, an education program, including two years of experience in coordinating or administering an education program or service directly related to School Improvement or Title I, Part A.

NOTES:

1. Candidates may substitute a Bachelor’s Degree with 7 years of the specified content experience to satisfy the Minimum Qualifications noted above.

DESCRIPTION:

The Coordinator, Office of School Improvement and Supports is responsible for providing evidence- and outcomes-based support to the central administration and coordination of Title I, Part A – Supporting Basic Programs Operated by Local Education Agencies – at the Maryland State Department of Education (MSDE). The Coordinator provides service level-based customer service and assistance in the development and implementation of a state-wide system of support to local education agencies (LEAs) and private agencies to ensure that economically disadvantaged students receive a fair, equitable, and high-quality education.

Lorna Hanley:

QUALIFICATIONS:

Education

Notre Dame of Maryland University (Baltimore, Maryland) 2006 – Master’s Degree in Education Administration and Supervision

Morgan State University (Baltimore, Maryland) 1998 – Bachelor’s Degree in English with Minor in Journalism

Experience:

Baltimore City Public Schools (Baltimore, Maryland)

2020 – 2022 Multi-Tiered System of Supports Liaison

2013 – 2020: Principal

2008 – 2013: Founding Charter School Principal

2007 – 2008: Resident Principal (New Leaders for New Schools)

2005 – 2007: English Department Head

1998 – 2005: High School English Teacher

Lorna K-12 Consulting, LLC (Other, Maryland)

2022 – Present: Educational Consultant

EMPLOYMENT STATUS:

New Hire



September 26, 2023
BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Payton Hesse

Position: Specialist, Environmental Literacy
Education Program Specialist I

Division/Office: Office of the Deputy State Superintendent for Teaching and Learning, Office of Teaching and Learning Instructional Programs and Services

Salary Grade: State Salary Grade: 21
Annual Salary Range: \$78,749 - \$126,912

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master’s degree or the equivalent of 36 credit hours of post-baccalaureate coursework in Environmental Sciences, ecology, biology, zoology, oceanography, atmospheric science, geology, chemistry or a related field.

EXPERIENCE:

Four years of administrative or teaching experience in, or affiliated with, an education program involving environmental science, ecological health, bioscience, sustainability, oceanography, marine biology, or a related field.

Note:

Candidates may substitute a Bachelor's Degree with 6 years of the specified content experience to satisfy the Minimum Qualifications noted above.

DESCRIPTION:

This position provides best-in-class development and support of highly effective prekindergarten through grade 12 programs and initiatives aligned to the Maryland Next Generation Science Standards and Maryland State Environmental Literacy Standards to accelerate student performance in environmental literacy across local education agencies and early learning environments. The position develops and facilitates high-quality, research-based technical assistance, professional learning, and monitoring to support the Maryland Green Schools Act and Project Green Classrooms initiative, and related environmental literacy grant programs. Also the position identifies and supports evidence-based cross disciplinary opportunities to implement Maryland’s Next Generation Science Standards and Environmental Literacy Standards.

Payton Hesse:

QUALIFICATIONS:

Education

Goucher College (Baltimore, Maryland) Present – Coursework Towards Master’s Degree in Education

Saint Mary’s College of Maryland (Saint Mary’s City, Maryland) 2014 – Bachelor’s Degree in Biology

Maryland State Department of Education (Baltimore, Maryland) – Standard Professional Certificate in Biology (7-12)

Experience:

Anne Arundel County Public Schools (Annapolis, Maryland)

2019 – Present: Science Teacher (Annapolis High School)

2021: International Baccalaureate Middle Years Program Curriculum Writer

2016 – 2019: Science Curriculum Writer and Learning Strategy Specialist

2015 – 2019: Science Teacher (Marley Middle School)

Maryland Department of Natural Resources (Annapolis, Maryland)

2015: Volunteer Environmental Educator

Alliance for the Chesapeake Bay – Chesapeake Bay Program (Annapolis, Maryland)

2014 – 2015: Chesapeake Conservation Corps Volunteer

St. Mary’s College of Maryland (Saint Mary’s City, Maryland)

2013: Peer Mentor - Freshman Seminar “Can We Save the Chesapeake Bay?”

2013: Laboratory Assistant – Organic Chemistry Lab

2013: Teaching Assistant – Educational Psychology

EMPLOYMENT STATUS:

New Hire



September 26, 2023
BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Antoine Hickman

Position: Assistant State Superintendent, Division of Early Intervention and Special Education Services
Executive VII

Division/Office: Office of the Deputy State Superintendent for Teaching and Learning, Division of Early Intervention and Special Education Services

Salary Grade: Executive Salary Scale: EPP 0004
Annual Salary Range: \$119,746 - \$173,086

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Applicants should possess a Master’s Degree or 36 hours of post Baccalaureate coursework in Education.

EXPERIENCE:

Extensive experience in educational leadership, supervision and management in the areas of Education, Special Education, or area serving students with disabilities.

DESCRIPTION:

The Assistant State Superintendent for the Division of Early Intervention and Special Education Services reports directly to the Deputy State Superintendent for Teaching and Learning and is responsible for providing leadership, management, administration, guidance and supervision to early childhood intervention programs, special education services, and monitoring an continuous improvement initiatives.

Antoine Hickman:

QUALIFICATIONS:

Education

The College of William and Mary (Williamsburg, Virginia) 2014 – Doctor of Education in Education Policy, Planning, and Leadership

Old Dominion University (Norfolk, Virginia) 2003 – Certificate in Education Specialist and Education Administration; 1997 – Master’s Degree in Special Education

Norfolk State University (Norfolk, Virginia) 1993 – Bachelor’s Degree in Administrative System Management

Experience:

Hillsborough County Public Schools (Hillsborough, Florida)

2022 – Present: Assistant State Superintendent of Exceptional Student Education and Student Services

Broward County Public Schools (Broward County, Florida)

2019 – 2022: Chief of Student Support Initiatives and Recovery

2015 – 2019: Executive Director of Exceptional Student Learning Support

Suffolk Public Schools (Suffolk, Virginia)

2010 – 2015: Director of Special Education

2009 – 2010: Coordinator of Special Education

2004 – 2009: Supervisor of Special Education

Norfolk Public Schools (Norfolk, Virginia)

2000 – 2004: School Principal

1998 – 2000: Assistant Principal

1994 – 1998: Special Education Teacher/Counselor

EMPLOYMENT STATUS:

New Hire



September 26, 2023
BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Raven Hill

Position: Senior Executive Director, Communications and Community Engagement
Executive VII

Division/Office: Office of the State Superintendent, Office of Communications and Community

Salary Grade: Executive Salary Scale: EPP 0004
Annual Salary Range: \$119,746 - \$173,086

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Bachelor’s Degree from an accredited college or university

EXPERIENCE:

At least two years of management level experience leading a communication office, which provided the applicant with the competencies and expertise described below under Essential Requirements.

DESCRIPTION:

This executive service position serves as the Executive Director of Communications and Community Engagement and is responsible for directing, managing and leading communications and community outreach and engagement efforts that keep internal and external stakeholders informed about State education policies, programs and new initiatives that effect Maryland schools, students, educators and the communities we serve, as well as advises and assists the State Superintendent in the creation and implementation of major strategic communications initiatives for the Department.

Raven Hill:

QUALIFICATIONS:

Education

University of Illinois (Urbana-Champaign, Illinois) 2000 – Master’s Degree in Journalism; 1997 – Bachelor’s Degree in Journalism

Experience:

Prince George’s County Public Schools (Upper Marlboro, Maryland)

- 2020 – Present: Associate Superintendent - Communications
- 2016 – 2020: Communications Officer
- 2011 – 2012: Senior Writer and Editor

School District of Philadelphia (Philadelphia, Pennsylvania)

- 2015 – 2016: Director of Communications
- 2012 – 2015: Senior Communications Officer

Baltimore Sun (Baltimore, Maryland)

- 2010 – 2011: Reporter

Educator Writers Association (Washington, DC)

- 2008 – 2010: Seminar Coordinator

Austin American-Statesman (Austin, Texas)

- 2004 - 2008: Education Reporter

Home News Tribune (East Brunswick, New Jersey)

- 2001 2004: Municipal Reporter

The Associated Press (Chicago Illinois)

- 2000 - 2001: Editorial Assistant

EMPLOYMENT STATUS:

New Hire



September 26, 2023
BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Jessica Johnson

Position: Program Approval Coordinator
Education Program Specialist II

Division/Office: Office of the State Superintendent, Division of Educator Certification and Program Approval

Salary Grade: State Salary Grade: 22
Annual Salary Range: \$84,047 -\$135,450

Effective Date: TBD

EDUCATION:

A Master’s degree or the equivalent of 36 credit hours of post-baccalaureate course work from an accredited college or university.

EXPERIENCE:

Five years of administrative or teaching experience in, or affiliated with, an education program, including two years of experience in coordinating or administering a program or service directly related to teacher certification, educator preparation or educator staff development.

DESCRIPTION:

The main purpose of this position is to facilitate the approval, monitoring, and annual reporting for Maryland-approved teacher, specialist, and administrator preparation programs leading to educator certification. The Coordinator is responsible for the statutory and regulatory responsibilities related to the initial and ongoing approval of educator preparation programs located in Maryland Institutions of Higher Education and those alternative programs located in Maryland local education agencies that lead to educator certification. This includes participation in the development and implementation of regulations and guidance used to approve and monitor educator preparation programs, as well as providing technical assistance to educator preparation programs regarding the application process, renewal process, site visit expectations, and annual data collection requirements.

This position will also implement the requirements of the Blueprint for Maryland's Future and the Maryland State Department of Education's Strategic Plan to ensure that Maryland educators are prepared to teach all of Maryland's students. Lastly, the Coordinator is responsible for reviewing and approving Continuing Professional Development credits submitted to the State by local education agencies, independent vendors, and Institutions of Higher Education.

Jessica Johnson:

QUALIFICATIONS:

Education:

Walden University (Baltimore, Maryland) 2020 – Doctorate in Education

Towson University (Towson, Maryland) 2014 – Master's Degree in Educational Leadership/Human Resource Development

Johns Hopkins University (Baltimore, Maryland) 2010 – Master's Degree in Teaching and Elementary Education

Bethune-Cookman University (Daytona Beach, Florida) 2006 – Bachelor's Degree in International Studies

Experience:

UnboundEd (Baltimore, Maryland)

2021 – Present: Director, Program Partnerships

Imagine Foundations at Morningside Public Charter School (Morningside, Maryland)

2017 – 2021: Principal

Booker T. Washington Middle School for the Arts (Baltimore, Maryland)

2015 – 2017: Principal

Lakeland Elementary Middle School (Baltimore, Maryland)

2014 – 2015: Resident Principal

Baltimore City Public Schools (Baltimore, Maryland)

2013 – 2014: Academic Content Liaison

Prince George's County Imagine Schools (Upper Marlboro, Maryland)

2012 – 2013: Network Intervention Coordinator/Acting Academic Facilitator

The Empowerment Academy Public Charter School (Baltimore, Maryland)

2008 – 2012: Teacher Mentor/Classroom Teacher

EMPLOYMENT STATUS:

New Hire



September 26, 2023
BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: James Karangu
Position: Internal Auditor Program Supervisor
Division/Office: Office of the State Superintendent, Office of Audits
Salary Grade: State Salary Grade: 20
Annual Salary Range: \$73,787 - \$118,953
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Bachelor's degree in accounting from an accredited college or university or a Bachelor's degree from an accredited college or university with 30 credit hours in accounting and related courses, including or supplemented by 3 credit hours in auditing.

EXPERIENCE:

Five years of experience conducting financial and operational internal audits that include elements for finance and compliance, economy and efficiency, and program results.

NOTES:

- Applicants who have met the requirements for admission to the CPA examination prior to July 1, 1974 will be considered to have met the educational requirement referenced above.
- Candidates may substitute the possession of a certificate as a Certified Public Accountant or Certified Internal Auditor or a master's degree in accounting from an accredited college or university for one year of the required experience.
- Candidates may substitute one year of professional accounting experience for one year of the required experience.
- Candidates may substitute U.S. Armed Forces military service experience as a commissioned officer in Internal Review classifications or Auditing specialty codes in the Financial or Auditing fields of work on a year-for-year basis for the required experience.

DESCRIPTION:

The Internal Auditor Program Supervisor oversees daily operations of the Federal Aid Unit, including desk reviews performed by staff auditors to ensure that audit reports submitted by CPA firms meet State and Federal standards using AICPA standards and Federal and State laws regulations.

James Karangu:

QUALIFICATIONS:

Education

Morgan State University (Baltimore, Maryland) 1984 – Master of Business Administration in Accounting and Business Management

Morgan State University (Baltimore, Maryland) 1982 – Bachelor’s Degree in Accounting and Economics

Certified Government Financial Manager 2020

Certified Public Accountant 1993

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2021 – Present Internal Auditor Lead

Kearney (Alexandria, Virginia)

2019 – 2021: Senior Associate

United States Department of Education (Washington, D.C.)

2010 – 2019: Senior Financial Analyst Liaison

Deva and Associates (Baltimore, Maryland)

2006 – 2010: Financial Analyst

Delon Hampton & Associates Chartered (Washington, D.C.)

2005 – 2006: Senior Accountant

SPS Recruiting (Bethesda, Maryland)

2004 – 2005: Senior Auditor

Clifton Gunderson (Washington, D.C.)

2003 – 2004: Senior Auditor

Baltimore City Government (Baltimore, Maryland)

1989 – 2003: Auditor II

EMPLOYMENT STATUS:

Promotional



September 26, 2023
BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Charles Kramer

Position: Director, Office of School Improvement and Supports
Education Program Manager Senior II

Division/Office: Office of the Chief of School Improvement and Transformation, Office of School Improvement and Supports

Salary Grade: State Salary Grade: 24
Annual Salary Range: \$95,798 - \$154,319

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Bachelor’s degree in education or a related area from an accredited college or university.

EXPERIENCE:

Five years of experience in coordinating or administering education programs or services, including two years of experience directly related to School Improvement or Title I, Part A. Experience must include one year of supervising professional education program staff.

NOTES:

1. Candidates may substitute the possession of a Master’s degree or the equivalent of 36 credit hours of post-baccalaureate course work in Education or a related area for two years of the required experience directly related to the position option.
2. Candidates may substitute the possession of a Doctorate degree from an accredited college or university in a field related to the position option for three years of the required experience...

DESCRIPTION:

The Director, Office of School Improvement and Supports provides visionary leadership in the development and implementation of a state-wide system of support to local education agencies (LEAs) and private agencies to ensure that economically disadvantaged students receive a fair, equitable, and high-quality education through the central administration and coordination of Title I Programs at the Maryland State Department of Education (MSDE).

Charles Kramer:

QUALIFICATIONS:

Education

The Johns Hopkins University (Baltimore, Maryland) – Doctor of Education in Special Education, Master’s Degree in Special Education

Rutgers University (New Brunswick, New Jersey) – Bachelor’s Degree in Psychology/English

Maryland State Department of Education – Advanced Professional Certificate in Special Education

Experience:

Golden Ring Middle School (Rosedale, Maryland)

2022 – Present: Department Chair, Special Education

Patterson Park Public Charter School (Baltimore, Maryland)

2007 – 2022: Principal

Kennedy Krieger Institute (Baltimore, Maryland)

2002 – 2007: Site Coordinator/Academy Director

2000 – 2002: Assistant Principal

1996 – 2000: Special Education Teacher

The Johns Hopkins University (Baltimore, Maryland)

2006 – 2011: Instructor

2001 – 2007: University Supervisor

Paquin School for Expectant Teen Mothers

1993 – 1996: Special Education Teacher

EMPLOYMENT STATUS:

New Hire



September 26, 2023
BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Tom Liniak

Position: Director for Community-Based and Workforce Services
Vocational Rehabilitation Director III

Division/Office: Office of the Deputy State Superintendent for Organizational Effectiveness,
Division of Rehabilitation Services

Salary Grade: State Salary Grade: 24
Annual Salary Range: \$95,798 - \$154,319

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Bachelor’s degree from an accredited College or University.

EXPERIENCE:

Four years of experience at a senior management or program director level within an organization that provides training, job development, and placement of individuals with disabilities into competitive integrated employment.

DESCRIPTION:

The purpose of this director-level role is to oversee the Division of Rehabilitation Services (DORS) Workforce Training and Rehabilitation Technology Services. These services are to be conducted in the community or at the DORS Workforce and Technology Center (WTC). The WTC itself provides both day and residential services. These services are to be provided in support of the Division of Rehabilitation Services mission of the employment of individuals with disabilities in a Competitive Integrated Employment environment.

Tom Liniak:

QUALIFICATIONS:

Education

American University (Washington, D.C.) – Juris Doctor

Boston University (Boston, Massachusetts) – Bachelor’s Degree in Mathematics & Economics

Experience:

JSSA-Jewish Social Service Agency (Rockville, Maryland)

2014 – 2023: Director of Employment Services

Sports Plus Group, Inc. (Gaithersburg, Maryland)

2005 – Present: Executive Director

The Treatment and Learning Centers (Rockville, Maryland)

2010 – 2014: Employment Specialist

NIFAR (Gaithersburg, Maryland)

2005 – 2009: Chief Operating Officer

Liniak, Berenato & White (Bethesda, Maryland)

1990 – 2005: Attorney-Owner

Hall, Myers & Rose (Potomac, Maryland)

1985 – 1989: Attorney-Associate

EMPLOYMENT STATUS:

New Hire



September 26, 2023
BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Jesse Rao

Position: Senior Executive Director, Office of Fiscal Operations and Strategy
Program Manager Senior IV

Division/Office: Office of the Deputy State Superintendent, Division of Financial Planning, Operations and Strategy

Salary Grade: State Salary Grade: 26
Annual Salary Range: \$108,986 - \$175,928

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Bachelor's degree in Finance, Business Administration, Economics, Accounting, or a related field from an accredited college or university.

EXPERIENCE:

Five (5) years of financial or budget management experience, three years of this experience must have been at the supervisory or management level. State or public sector experience is desirable. Experience with school district finances is highly desirable.

DESCRIPTION:

The Senior Executive Director of the Office of Program Fiscal Operations and Local Strategic Finance and reports to the Assistant State Superintendent for Financial Planning, Operations, and Strategy (FPOS). This Office leads the Maryland State Department of Education's (MSDE) efforts related to supporting local education agency (LEA) leadership, LEA financial leadership, LEA Boards, and other LEA stakeholders regarding the resource components of the Blueprint for Maryland's Future. This position serves as primary point-of-contact with LEA staff regarding strategic resources allocation and use; and acts as an in-house subject matter expert on issues related to strategic resources allocation and school district financial management. This position will lead MSDE efforts to train and support LEA personnel and offer best-practices and concrete, actionable policy and system support for Blueprint budgeting and spending requirements, including the management of external grantees or vendors who MSDE utilizes to provide direct LEA support.

Jesse Rao:

QUALIFICATIONS:

Education

University of Maryland, College Park (College Park, Maryland) 2019 – Master’s Degree in Public Policy; 2018 – Bachelor’s Degree in Economics and Government & Politics

Experience:

Maryland Department of Budget and Management (Annapolis, Maryland)
2019 – Present: Principal Budget Analyst

University of Maryland School of Public Policy (College Park, Maryland)
2018 – 2019: Research Assistant

Chief Learning Office, Department of the Treasury (Washington, D.C.)
2018: Intern

Global Terrorism Database, START (College Park, Maryland)
2017: Student Summer Intern

Borough of Wanaque (Wanaque, New Jersey)
2016: Intern

EMPLOYMENT STATUS:

New Hire



September 26, 2023
BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Cristina Rodriguez

Position: Director, Literacy Programs & Initiatives
Education Program Manager II

Division/Office: Office of the Deputy State Superintendent for Teaching and Learning, Office of Teaching and Learning Instructional Programs and Services

Salary Grade: State Salary Grade: 24
Annual Salary Range: \$95,798 - \$154,319

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master’s degree or the equivalent of 36 credit hours of post-baccalaureate coursework from an accredited college or university.

EXPERIENCE:

Four years of administrative or teaching experience in, or affiliated with, an education program involving digital learning, library media, or a related field.

DESCRIPTION:

The Director of Literacy Programs and Initiative provides leadership, content area expertise, and oversight to all state literacy and English Language Arts (ELA) programs, projects, and initiatives Pre-K to 12 in Maryland public schools. This position oversees the development and deployment of best in class, research-based support to LEAs to implement comprehensive literacy programs that are aligned to the science of reading, elevate ELA content standards in teaching and learning, and ensure access to high-quality instruction for all students across the state, especially those who have been historically underserved. Additionally, the Director ensures students are proficient in reading by the end of third grade and that intervention and support is available for struggling readers throughout their Pre-K to 12 learning experience, thereby ensuring students can build content knowledge across all subjects, develop critical thinking skills, and apply their skills to authentic world problems.

Cristina Rodriguez:

QUALIFICATIONS:

Education:

Fordham University School of Education (New York, New York) 2014 – Master’s Degree in Childhood Education; 2013 Bachelor’s Degree in Sociology and Latin American and Latino Studies

Hood College (Frederick, Maryland) 2021 Certificate of Educational Leadership

Maryland State Department of Education (Baltimore, Maryland) – Maryland Advanced Professional Certification Elementary Education (Grades 1-6) and English to Speakers of Other Languages (K-12)

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2023 – Present: Manager, Literacy Programs & Initiatives

Montgomery County Public Schools (Rockville, Maryland)

2021 – 2023: Reading and English Language Development Instructional Coach - Greencastle Elementary School

2017 – 2020: Grade 2 and 3 Teacher, Science, Technology, Engineering and Arts (STEAM) Coordinator - Wilson Wims Elementary School

2014 – 2017: Grade 2 Teacher and Team Leader

EMPLOYMENT STATUS:

Promotional



September 26, 2023
BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Charlette Vass

Position: Coordinator, School Improvement and Supports
Education Program Specialist II

Division/Office: Office of the Chief of School Improvement and Transformation,
Office of School Improvement and Supports

Salary Grade: State Salary Grade: 22
Annual Salary Range: \$84,047 - \$135,450

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master’s degree or the equivalent of 36 credit hours of post-baccalaureate course work from an accredited college or university.

EXPERIENCE:

Five years of administrative or teaching experience in, or affiliated with, an education program, including two years of experience in coordinating or administering an education program or service directly related to School Improvement or Title I, Part A.

NOTES:

1. Candidates may substitute a Bachelor’s Degree with 7 years of the specified content experience to satisfy the Minimum Qualifications noted above.

DESCRIPTION:

The Coordinator, Office of School Improvement and Supports is responsible for providing evidence- and outcomes-based support to the central administration and coordination of Title I, Part A – Supporting Basic Programs Operated by Local Education Agencies – at the Maryland State Department of Education (MSDE). The Coordinator provides service level-based customer service and assistance in the development and implementation of a state-wide system of support to local education agencies (LEAs) and private agencies to ensure that economically disadvantaged students receive a fair, equitable, and high-quality education.

Charlette Vass:

QUALIFICATIONS:

Education

Notre Dame of Maryland University (Baltimore, Maryland) 2007 – Master’s Degree in Educational Leadership

Morgan State University (Baltimore, Maryland) 2001 – Bachelor’s Degree in Elementary Education

Maryland State Department of Education (Baltimore, Maryland) – Advanced Professional Certificate in Administration and Supervision I and II

Experience:

Windsor Hills Elementary Middle School (Baltimore, Maryland)

2020 – 2023: Principal

Calvin Rodwell & Lakeland Elementary Middle School (Baltimore, Maryland)

2019 – 2020: Resident Principal

Baltimore Design School (Baltimore, Maryland)

2018 – 2019: Assistant Principal

Baltimore Polytechnic Institute (Baltimore, Maryland)

2016 – 2018: Educational Associate

Mary Ann Winterling Elementary (Baltimore, Maryland)

2011 – 2016: Instructional Coach/Staff Developer

Govans Elementary Teacher (Baltimore, Maryland)

2010 – 2011: Intervention Teacher

Highlandtown Elementary Middle School (Baltimore, Maryland)

2008 – 2010: Professional Developer

George Washington Elementary School (Baltimore, Maryland)

2002 – 2008: Classroom Teacher

EMPLOYMENT STATUS:

New Hire



September 26, 2023
BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Jeremy Wilson

Position: Business Services Coordinator
Program Manager I

Division/Office: Deputy State Superintendent of Operations, Office of Procurement and Contract Management

Salary Grade: State Salary Grade: 19
Annual Salary Range: \$69,159 - \$111,505

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Bachelor’s Degree from accredited college or university.

EXPERIENCE:

Three years of experience in contract management or procurement involving duties such as soliciting, evaluating, negotiating and awarding contracts or ensuring compliance with procurement laws, regulations and conditions.

DESCRIPTION:

Reporting to the Business Services Partner in the Procurement and Contract Management Division, the Business Services Coordinator (BSC) will serve as the primary procurement and contract management support provider and workflow manager to assigned Maryland State Department of Education (MSDE) division leaders, offices, and units. The BSC will facilitate all essential procurement and contract management workflow processes and documentation to effectively meet the procurement and contract management goals of all divisions to support MSDE’s multiyear strategic plan and Blueprint for Maryland’s Future initiatives. The BSC will ensure the execution of high-quality services covering all Procurement and Contract Management Division functional areas including, but not limited to, facilitating all procurement processes and stages (i.e., planning, defining requirements and needs, sourcing and solicitation, evaluation and selection, award, contract negotiations and execution, tracking and record keeping, etc.).

Jeremy Wilson:

QUALIFICATIONS:

Education

University of Delaware (Newark, Delaware) 1998 – Bachelor’s Degree in Elementary and Special Education

Experience:

State of Maryland Department of Juvenile Services (Baltimore, Maryland)

2023 – Present: Procurement Officer Trainee

Maryland State Department of Education (Baltimore, Maryland)

2021 – 2023: Management Associate

Diocese of Wilmington, Immaculate Conception Church (Elkton, Maryland)

2020 – 2021: Office Manager

Diocese of Wilmington, Immaculate Conception School (Elkton, Maryland)

2015 – 2020: School Secretary

2012 – 2015: Aftercare Provider/Recess Supervisor

University of Delaware (Newark, Delaware)

2012: Substitute Teacher

Cordev, Inc. (Aberdeen Proving Ground, Maryland)

2011 – 2012: TMS Clerk

Rimsi Corporation (Newark, Delaware)

2011: Assistant Property Manager

Bright Horizons Family Solutions (Newark, Delaware)

2010 – 2011: Head Infant Teacher

2000 – 2003: Head Infant Teacher

Campus Living Villages (Newark, Delaware)

2008 – 2010: Leasing Coordinator

Vintage Properties (Wilmington, Delaware)

2007 – 2008: Leasing Consultant

Saint Mark’s PK and Kindergarten (Wilmington, Delaware)

2006 – 2008: Preschool Teacher/Substitute Teacher

Creative Learning Academy (Bear, Delaware)

1999 – 2000: Infant Teacher

Harlan Elementary School (Wilmington, Delaware)

1998 – 1999: Fourth Grade Special Education Teacher

EMPLOYMENT STATUS:

New Hire