

---

**PSD Continuation Wavier for 2025-2026 Faculty VOTE**

---

From Christina L. Jones <christina.jones@browardschools.com>

Date Thu 3/20/2025 4:34 PM

To 2351\_ALL\_STAFF\_GG <2351\_ALL\_STAFF\_GG@browardschools.com>

 1 attachment (85 KB)

Ballot for continuation waiver for PSD days for 2025\_2026.pdf;

Good Afternoon SPHS Instructional Employees,

We are currently in the process of applying for the continuation of our 5-year waiver for Professional Study Days (PSDs). A faculty vote must be held to continue the process (or not). PSDs are designed to provide additional professional development time for teachers to help achieve the goals of our School Improvement Plan. The waiver requests 4 additional days for professional development where students are released 3 hours early. The District designated dates for the 2025-2026 school year are as follows: **September 4, 2025, November 6, 2025, February 5, 2026, and April 2, 2026**. These dates are subject to change by the District.

The school will analyze the data each year to determine whether to continue the waiver as is, adjust the number of days requested, or discontinue the waiver. Data from the 2023-2024 school year is as follows:

ELA achievement - 50% (7% increase from prior year)

Math achievement - 51% (19% increase from prior year)

Science achievement - 59% (10% increase from prior year)

Social Studies achievement - 72% (11% increase from prior year)

Graduation Rate - 97% (same as prior year)

College and Career Acceleration Rate - 72% (7% increase from prior year)

**We will be voting "in favor" or "NOT in favor" of the PSD Waiver for the 2025-2026 school year on Thursday, April 3, 2025 in the 1st Floor Teacher Planning Room from 7:30am - 3:00pm in accordance with Article 15 of the BTU EP contract. There must be 66 2/3 percent "in favor" for it to pass.**

This means that 66 2/3 percent of all bargaining unit members must vote "in favor" for it to pass. For example, if there are 100 bargaining unit members, there must be 67 "in favor" for it to pass.

**If you do not vote at all, it will count as a "NOT in favor."** If a bargaining unit member is absent on April 3, 2025, they may vote when they return on April 4, 2025. *The number of votes*

*must match the number of signatures on the Faculty Roster. A copy of the ballet is attached.*

**Christina Jones**

**South Plantation High School**

1300 SW 54 Avenue

Plantation, FL 33317

P: (754) 323-1950 F: (754) 323-2080

[christina.jones@browardschools.com](mailto:christina.jones@browardschools.com)

[www.browardschools/southplantation](http://www.browardschools/southplantation)



**We Value Your  
Feedback!**



[browardschools.com/customerserviceschools](http://browardschools.com/customerserviceschools)



**BROWARD**  
County Public Schools

Educating Today's Students to  
Succeed in Tomorrow's World

Under Florida law, e-mail addresses, and all communications, including e-mail communications, made or received in connection with the transaction of School Board business are public records, which must be retained as required by law and must be disclosed upon receipt of a public records request, except as may be excluded by federal or state laws. If you do not want your e-mail address released in response to a public records request, do not send electronic mail to this entity. Instead, contact this office by phone or in writing.

The School Board of Broward County, Florida expressly prohibits bullying, including cyberbullying, by or towards any student or employee. See Policy 5.9: Anti-Bullying for additional information.

**Ballot for the Continuation Waiver for Professional Study Days**

Do you want to continue the waiver at South Plantation High School to have four (4) Professional Study Days in the 2025-2026 school year?

A vote of "yes" means you DO want to have four (4) Professional Study Days in the 2025-2026 school year.

A vote of "no" means you DO NOT want to have four (4) Professional Study Days in the 2025-2026 school year.

Please select "yes" or "no" below:

\_\_\_\_\_

Yes

\_\_\_\_\_

No

---

**Ballot for the Continuation Waiver for Professional Study Days**

Do you want to continue the waiver at South Plantation High School to have four (4) Professional Study Days in the 2025-2026 school year?

A vote of "yes" means you DO want to have four (4) Professional Study Days in the 2025-2026 school year.

A vote of "no" means you DO NOT want to have four (4) Professional Study Days in the 2025-2026 school year.

Please select "yes" or "no" below:

\_\_\_\_\_

Yes

\_\_\_\_\_

No



**SOUTH PLANTATION HIGH SCHOOL**  
**24-25 Staff Roster – Sign-in Sheet**  
 (Updated 2/13/2025)

117  
 16  
 4/3/25

Meeting Name: PSD VOTE

Date: 4/3/25

Name	Signature	Name	Signature
1 ACIERNO, ANTHONY		55 FORBES, ERROL	
2 AGUILA, MAIPU		56 FREDERICK, DANDRA	
3 ALEANDRE, NANCY	Nancy Aleandre	57 GAINER, SHIRVANA	
4 ANGELONE, AMELIA		58 GARCIA, LUIS	
5 AUSTIN, CONSTANCE		59 GOODEN, RICHARD	
6 BARNES, TONI		60 GRADY, MARCIA	
7 BEASLEY, BRADLEY		61 GREEN, TERRELL	
8 BELISON, DIANNE		62 HANDLER, ROBYN	
9 BERMAN, JODY		63 HANKINS JR., RODNEY	
10 BERMUDEZ, FELIPE		64 HERNANDEZ, ANDREW	
11 BERNARD, ROSE		65 HILLESTAD, INGRID	
12 BLACKSHIRE, VANESSIA		66 HOLMES, HENRI	
13 BLANCO, MIGUELINA		67 HUGHES, AARON	
14 BOWEN, JULIA		68 ICARDO, DAHIANA	
15 BROWN, DANEEN		69 IPPOLITO, HAILEE	
16 BROWN, KENIA		70 JACKSON, EBONY	
17 BRUCE, HENRY MARK		71 JACKSON, RONALD	
18 BRUNACHE, SPARKLE		72 JOHNSON, CAROLYN	
19 BUDWIG, JORDON		73 JONES, CHRISTINA	
20 BURGESS, LUSHANNA		74 JOSEPH-DENIS, CHANTALE	
21 BUTTS, DEBRA		75 KENDRICK, GERLADINE	
22 CASE, ROBIN		76 KING, NATALIE	
23 CASE, SAMANTHA		77 KING, JR., WILLIAM	
24 CASSERLY, TRACIE		78 KINGCADE, TARA	
25 CAVE, PATRICIA		79 KNOWLIN, SHAQUIASIA	
26 CHIRENO, MARGARITA		80 KOSTER, GABRIELA	
27 COLLINS, JENNIFER		81 LAMAR, JOHNNY	
28 COLLINS, MICHAEL		82 LEATHERMAN, BENJAMIN	
29 COLON ROSARIO, MADELINE		83 LEVEILLE, MARY	
30 CONDE, JOVAN		84 LUGO, AMINADAB	
31 COSME, BARBARA		85 LUMINTAC, EMILYN	
32 CRYSTAL, CHARLENE		86 LYLES, JESSICA	
33 CUEVAS, STEVE		87 MAJOR, DUSTIN	
34 DANTICA, SOPHRONIE		88 MANN, LONNA	
35 DAVIS DR., JHANEL		89 MANUELL, RYAN	
36 DEL PINO, REGINA		90 MARINO, RICARDO	
37 DEL RIO-GARCIA, STEPHANIE		91 MCCALL II, BRYAN	
38 DESMARAIS, HOLLY		92 MCGEE, YASMIN	
39 DIRIENZIO, BLAKE		93 MCLAREN, EVANEY	
40 DORVIL, JASHA		94 MCLEAN BECKFORD, SHANA KAY	
41 DUARTE, NICOLAS		95 MCNAIR, CECIL	
42 ENCARNACION, NELSON		96 MINTZ, MICAH	
43 FEDERELLA, MICHELLE		97 MOISE, GARY	
44 FELDER, DEREK		98 MONTGOMERY, ROY	
45 FERNANDEZ, ALINA		99 O'BRIEN, CINDY	
46 FIELDS, MICHAEL		100 SMITH, URSULA	
47 FLANAGAN, CAROLYN			
48 FLEISHER, MICHAEL			
49 FLESZAR, LENAY			
50 OSLEY, JANE			
51 PALLAIS, RICARDO			
52 PALMIERI, ADRIAN			
53 POWELL, INDIA			
54 PRUITT, NORMA			









# Faculty Waiver Vote Summary

Kelli S. Blackburn, School Improvement Coordinator

**Directions:** Complete this form in its entirety to record the results of the faculty waiver vote. Upon completion, email the form to Kelli S. Blackburn, School Improvement Coordinator and your School Improvement Instructional Facilitator no later than one (1) week after the faculty vote. Include a copy of the official ballot and sign in sheet(s).

## School Information:

School Name	South Plantation High School	Principal	Ms. Alexandra Ries
Type of Waiver (PSD, etc.)	PSD	Date of Faculty Vote	April 3, 2025
BTU Steward (or Designee)	Dr. Jody Berman and Ms. Mary Leveille		
SAC Chair/Co-Chairs	Mrs. Christina Jones		
Other (if applicable)	Ms. Sparkle Brunache		

**Faculty Waiver Vote:** Waivers must be approved by two-thirds (66 2/3%) of all eligible voters (all faculty members or all members of the affected departments and/or grade levels, **NOT just of those who voted**).

Faculty Waiver Vote			
Total number of eligible voters (d):	133	Number of faculty members that voted and signed the roster:	117
VOTES FOR		VOTES AGAINST	NUMBER OF ELIGIBLE FACULTY MEMBERS THAT ABSTAINED
(a) Total Number of Votes	111	(b) Total Number of Votes	6
(d) # of Eligible Voters	133	(d) # of Eligible Voters	133
Percentage For ~ $\left(\frac{a}{d}\right) \times 100$	83.45%	Percentage Against ~ $\left(\frac{b+c}{d}\right) \times 100$	12.5%

## Results:

Waiver Vote Results		
(Per the results, complete the appropriate section below.)		
	Yes or No	Percentage
Waiver Passed @ 66 2/3% or more	✓	83.45%
Waiver Did Not Pass @ less than 66 2/3%		%

## Signatures to Certify Waiver Vote Results (must have all applicable):

	Signature	Date
Principal	<i>Alexandra Ries</i>	4/7/25
BTU Steward (or Designee)	<i>Jody Berman</i> <i>Mary Leveille</i>	4/4/25
SAC Chair/Co-Chairs	<i>Christina Jones</i>	4/7/25
Other (if applicable)		

☆ Waiver Purpose



School Improvement Waivers are designed to remove barriers to school improvement that have been found in state statute, school board policy, or collective bargaining contract (see School Board Policy #1403). Waivers must be based on sound educational research and evaluation, must be budget neutral to the district, must be supported by stakeholders in the local school community, and must be approved by 66 2/3% of the faculty. Waivers may be approved for up to five years by the School Board, but the faculty must approve the waiver each year. Waivers must be equitable for all students in a particular student group.

☆ Section A



Waiver #	3			
School Name	South Plantation HS (2351)	Board Policy/Contract Article	BTU Contract, Article 5, L-7	
Board Approved	TBA	Years Approved	5 Years	
Target Area	Professional Study Days	Waiver Status	New	
Initial Year of Implementation	2024 - 2025	District Strategic Plan Alignment	College & Career Readiness	
Accreditation Standard Alignment		Cognia Key Characteristics	Culture of Learning	

☆ Section B



I. **South Plantation HS (2351)** is requesting a waiver for **Professional Study Days** for a period of 5 years. **South Plantation HS (2351)** will analyze the data and present them to SAC.

II. **South Plantation HS (2351)** is requesting 

04

▼

**Professional Study Days** per school year.

III. Check the boxes for the **Professional Study Day** dates approved by your SAC and faculty members

2024-2025

☒ **Day 1** (September 05, 2024)

☒ **Day 2** (November 07, 2024)

☒ **Day 3** (February 06, 2025)

☒ **Day 4** (April 03, 2025)

2025-2026

<input checked="" type="checkbox"/> <b>Day 1</b> (September 4, 2025)	<input checked="" type="checkbox"/> <b>Day 2</b> (November 6, 2025)	<input checked="" type="checkbox"/> <b>Day 3</b> (February 5, 2026)	<input checked="" type="checkbox"/> <b>Day 4</b> (April 2, 2026)														
<input type="checkbox"/> Day 5 (September 4, 2025)	<input type="checkbox"/> Day 6 (November 6, 2025)	<input type="checkbox"/> Day 7 (February 5, 2026)	<input type="checkbox"/> Day 8 (April 2, 2026)	<input type="checkbox"/> Day 9 (September 4, 2025)	<input type="checkbox"/> Day 10 (November 6, 2025)	<input type="checkbox"/> Day 11 (February 5, 2026)	<input type="checkbox"/> Day 12 (April 2, 2026)	<input type="checkbox"/> Day 13 (September 4, 2025)	<input type="checkbox"/> Day 14 (November 6, 2025)	<input type="checkbox"/> Day 15 (February 5, 2026)	<input type="checkbox"/> Day 16 (April 2, 2026)	<input type="checkbox"/> Day 17 (September 4, 2025)	<input type="checkbox"/> Day 18 (November 6, 2025)	<input type="checkbox"/> Day 19 (February 5, 2026)	<input type="checkbox"/> Day 20 (April 2, 2026)	<input type="checkbox"/> Day 21 (September 4, 2025)	<input type="checkbox"/> Day 22 (November 6, 2025)

2026-2027

2027-2028

2028-2029

IV. This waiver proposal was presented, reviewed, and endorsed by all stakeholders of the local school community at meetings on:

Community Meeting 1	12/14/2023
Community Meeting 2	1/23/2024
Community Meeting 3	

V. The School Advisory Council voted on the **Professional Study Days** Waiver by **100%** (minimum of 51%) on **1/9/2024**.

VI. The Faculty voted on the implementation of **Professional Study Days** by **80%** (minimum of 66 2/3%) on **1/19/2024**, according to the voting guidelines in the Broward Teachers Union Contract, Article 15.

<b>Year 1</b> Faculty Votes In School Year <b>2024 - 2025</b> for the <b>2025 - 2026</b> School Year	<div>83%</div> <div>▼</div>	Date
<b>Year 2</b> Faculty Votes In School Year <b>2025 - 2026</b> for the <b>2026 - 2027</b> School Year	<div>1%</div> <div>▼</div>	Date
<b>Year 3</b> Faculty Votes In School Year <b>2026 - 2027</b> for the <b>2027 - 2028</b> School Year	<div>1%</div> <div>▼</div>	Date



<b>Year 4</b> Faculty Votes In School Year <b>2027 - 2028</b> for the <b>2028 - 2029</b> School Year	1%	Date
--	----	------

- VII. Write the exact language of the school board policy or contract article that the proposed waiver will supersede.
- BTU Contract, Article 5, L-7. L. Teacher Planning Days. 7. If, after establishing the activities for the early release days and the planning days, the School Professional Development Team determines that additional professional dev be considered a schedule change vote. The waiver and vote results along with the plan for the use of suck additional time shall be forwarded to the BTU and Employee & Labor Relations.
- VIII. State the waiver: change, delete, or add to the policy or contract so as to fulfill the requirements of the proposed waiver.
- In addition to the six early release days currently scheduled, the District shall provide that students at South Plantation High School shall be dismissed three hours early for four (4) additional days. We are requesting this waiver to
- IX. State the rationale for the proposed waiver. How will the proposed waiver support school improvement? Give background information, history of barrier, etc.
- After pre-planning days, our school will have a maximum of eight (8) hours for professional development on professional development and planning days in the 2024-2025 school year. That is less than one (1) hour per month for 1
- X. Recognizing that one strategy alone does not affect school-wide achievement, identify and explain the baseline data for the proposed waiver.
- Baseline data from the 2022-2023 school year is as follows:  
ELA Achievement - 43%  
Math Achievement - 32%  
Science Achievement - 49%  
Social Studies Achievement - 61%  
Graduation Rate - 97%  
College and Career Acceleration Rate - 65%  
Data will be analyzed, and customer surveys will be reviewed to observe changes in the school culture.
- XI. What reliable research studies, proven strategies, best practices, or similar programs support the probable success of the proposed waiver?
- The South Plantation High School staff will work with Talent Development to ensure quality staff development through the use of the quality review process. The professional study days will be used as a means of providing teache
- XII. **South Plantation HS (2351)** will evaluate the effectiveness of the waiver each year. Include current data in alignment to the baseline data to measure the impact of the waiver.

<b>Year 1</b> End of School Year <b>2024 - 2025</b> Data	Below is the baseline and current data used to evaluate the impact of the waiver.  <u>Baseline Data (Beginning of Year 2024-2025):</u> ELA Achievement - 35% Math Achievement - 31% Science Achievement - 54% Social Studies Achievement - 49% Graduation Rate - 67% College and Career Acceleration Rate - 67%  <u>Current Data (Mid-Year 2024-2025):</u> ELA Achievement - 40% Math Achievement - 33% Science Achievement - 33% Social Studies Achievement - 54% Graduation Rate - 73% College and Career Acceleration Rate - 73%
<b>Year 2</b> End of School Year <b>2025 - 2026</b> Data	
<b>Year 3</b> End of School Year <b>2026 - 2027</b> Data	

Year 4 End of School Year 2027 - 2028 Data	
Year 5 End of School Year 2028 - 2029 Data	

XIII. South Plantation HS (2351) confirms that for the upcoming school year, we will include our four Professional Study Days as part of our Master Plan (PLC Proposal) for approval by Professional Development Standards and Supp

School Year	Answer
2024-2025	<input type="radio"/> Yes <input type="radio"/> No
2025-2026	<input checked="" type="radio"/> Yes <input type="radio"/> No
2026-2027	<input type="radio"/> Yes <input type="radio"/> No
2027-2028	<input type="radio"/> Yes <input type="radio"/> No
2028-2029	<input type="radio"/> Yes <input type="radio"/> No

XIV. If this waiver is being discontinued, indicate why.

Source

B I U

Styles

Format

Font

Size

XV. We confirm that the Professional Study Days will be implemented as described above:

Principal:	Mrs. Christine Henschel	Date:	2024-03-06
SAC Chairperson:	Mrs. Christina Jones	Date:	2024-03-06

XVI. This waiver has been reviewed by:

Broward Teachers Union Rep:	Ms. Mary Leveille	Date:	2024-03-06
-----------------------------	-------------------	-------	------------

XVII. This waiver has been reviewed by the School Improvement (SI) Office:

OSQ Rep:	Kelli Blackburn	Date:	
----------	-----------------	-------	--



This waiver application, with original signatures, is to be kept on file at the school and made available to District personnel upon request.

A scanned version of the completed Waiver application, with signatures, and all other required documents are to be uploaded to BCPS Central by the deadline noted in the timeline.

☆ Section C



Last updated on: Monday, May 5, 2025