

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE JANUARY 25, 2022 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>
Ariovich, Laura	Director, Strategic Planning & Continuous Improvement	25	Office of the State Superintendent - Office of Strategic Planning and Continuous Improvement	TBD
Flynn, Ashley	Education Program Supervisor, Chief of Research and Data	22	Office of the Deputy for Teaching and Learning, Division of Early Intervention and Special Education Services	TBD
Gandhi, Neeta R.	Program Manager IV Planning and Budget Analyst	22	Office of the Deputy State Superintendent of Finance - Office of Financial Planning, Operations, and Strategy	TBD
Loiacono, Gerald	Education Program Supervisor I – Chief, Complaint Investigation Section	22	Office of the Deputy for Teaching and Learning, Division of Early intervention & Special Education Service	TBD
Mikos, Patricia	Director, Grants Administration and Compliance	25	Office of the Deputy State Superintendent of Finance - Office of Financial Planning, Operations, and Strategy	TBD
Obregon, Nicole	Education Program Manager I – Grants Administration and Compliance	23	Office of the Deputy State Superintendent of Finance - Office of Financial Planning, Operations, and Strategy	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>
McCann, Collin	Vocational Rehabilitation Specialist I	12/3	Division of Rehabilitation Services	TBD

III. Other Actions: Promotional

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
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Mohammed Choudhury
State Superintendent of Schools

January 25, 2022
BOARD LIST

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

Name: Laura Ariovich
Position: Director, Strategic Planning & Continuous Improvement
Division/Office: Office of the State Superintendent - Office of Strategic Planning and Continuous Improvement
Salary Grade: State Salary Grade: 25
Annual Salary Range: \$85,493 - \$137,260
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master’s Degree or equivalent 36 credit hours of post baccalaureate course work in Education, Educational Supervision/Administration, or a related area.

EXPERIENCE:

Five (5) years of related experience educational supervision and management that includes coordinating or administering education programs related to student services, school improvement, school performance, program assessment, and teacher development.

DESCRIPTION:

The main purpose of this position is to manage a portfolio of internal departments and initiatives throughout the strategic planning process and implementation. The directors in the Office of Strategic Planning and Continuous Improvement work alongside staff to ensure the success of MSDE’s highest priorities. Directors support initiative planning with department staff; foster collaboration across divisions; monitor and report on progress; analyze data and problem solve. Additionally, directors will oversee or portfolio of activities as identified in the Blueprint for Maryland’s Future and assigned by the SED.

Laura Ariovich

QUALIFICATIONS:

Education

Northwestern University (Evanston, Illinois) 2007 – Doctorate Degree in Sociology

University of Buenos Aires (Buenos Aires, Argentina) 1995 – Bachelor's Degree in Sociology

Experience:

Prince George's Community College (Largo, Maryland)

2018 – Present: Executive Director, Research, Assessment, and Effectiveness

2014 – 2018: Director of Institutional Assessment /Outcomes Assessment & Institutional Effectiveness

2010 – 2014: Research Analyst, Later Sr. Research and Assessment Analyst

Agencia Nacional de Promocion Cientifica y Tecnologica (ANPCyT)

2007 – 2009: Postdoctoral Fellow (Becaria Superior)

EMPLOYMENT STATUS:

New Hire



Mohammed Choudhury
State Superintendent of Schools

January 25, 2022
BOARD LIST

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

Name: Ashley Flynn
Position: Education Program Supervisor, Chief of Research and Data
Division/Office: Office of the Deputy for Teaching and Learning, Division Early Intervention & Special Education Services
Salary Grade: State Salary Grade: 22
Annual Salary Range: \$70,280 - \$91,605
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Possession of a Master’s Degree or equivalent 36 credit hours of post-baccalaureate course work.

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 and education program or service directly related to the position option.

DESCRIPTION:

This is a professional supervisory position serving as the Section Chief for Research and Data in Policy and Accountability Branch; coordinates and directs research/data-informing activities, including data collection, analyses, and reporting for the Individuals with Disabilities Education Act (IDEA) Part B and Part C, as well as providing qualitative and quantitative data analyses to be used for programmatic improvement, professional development, and measuring the results of the Division’s Strategic Plan; assists in the dissemination of research findings through presentations, publications, and reports at the federal, State and local levels, as well as for providing technical support to Division and local (local school systems and public agencies) early intervention and special education leadership Birth through age 21 system in the analysis and interpretation of data.

Ashley Flynn:

QUALIFICATIONS:

Education

Johns Hopkins University (Baltimore, Maryland) 2013 – Master’s Degree in Education

Dickinson College (Carlisle, Pennsylvania) 2011 – Bachelor’s Degree in Psychology

Experience:

Relay Graduate School of Education (Baltimore, Maryland)

2021: Director of Partnership Operations

Maryland State Department of Education (Baltimore, Maryland)

2021: Section Chief of Research and Data Section
Education Program Supervisor

Johns Hopkins University (Baltimore, Maryland)

2016 – 2021: Associate Director, Research and Special Initiatives

Baltimore City Public Schools (Baltimore, Maryland)

2022 – 2016: Secondary Mathematics and Psychology Teacher

Johns Hopkins Center for Talented Youth (Baltimore, Maryland)

2014 – 2015: Cognitive Psychology Instructor

Teach for America (Baltimore, Maryland)

2011 – 2013: Corps Member

Dickinson College (Carlisle, Pennsylvania)

2011: Peer Tutor

2010: Teacher’s Assistant

EMPLOYMENT STATUS:

Promotional



Mohammed Choudhury
State Superintendent of Schools

January 25, 2022
BOARD LIST

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

Name: Neeta R. Gandhi
Position: Program Manager IV Planning and Budget Analyst
Division/Office: Office of the Deputy State Superintendent of Finance - Office of Financial Planning, Operations, and Strategy
Salary Grade: State Salary Grade: 22
Annual Salary Range: \$70,280 - \$112,848/year
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Possession of a master's degree or equivalent 36 credit hours of post-baccalaureate coursework in public policy, public administration, accounting, business administration, economics, finance, statistics, engineering, planning or political science.

EXPERIENCE:

Five years of experience in budget formulation, accounting, personnel management analysis, or administrative work. One year of this experience must include work in budget planning, formulation, review or management.

NOTES:

1. Each additional year of related experience above the required minimum may substitute for education on a year-for-year basis.

DESCRIPTION:

The position's primary responsibility is to prepare and review, coordinate, examine, monitor, and analyze operating budgets, provide technical advice and assistance to MSDE divisions regarding budget matters and ensure reporting is completed in a timely and accurate manner.

Neeta R. Gandhi

QUALIFICATIONS:

Education

Loyola University of Maryland (Baltimore, Maryland) 2007 – Master’s Degree in Business Finance

University of Mumbai (Mumbai, India) 1997 – Bachelor’s Degree in Commerce

Experience:

Catholic Charities of Baltimore (Timonium, Maryland)

2007 – Present: Senior Accountant

NCO Portfolio Management Group (Baltimore, Maryland)

2006 – 2007: Senior Staff Accountant

Computer Information Specialist, Inc. CIS Global Inc. (Silver Spring, Maryland)

2000 – 2006: Staff Accountant

Kotak Mahindra Finance Ltd (Mumbai, India)

1997 – 1999: Customer Officer/Accountant

EMPLOYMENT STATUS:

New Hire



Mohammed Choudhury
State Superintendent of Schools

January 25, 2022
BOARD LIST

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

Name: Gerald Loiacono, Esquire

Position: Education Program Supervisor – Chief, Complaint Investigation Section

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

Salary Grade: State Salary Grade: 22
Annual Salary Range: \$70,280 - \$91,605 (with progression to \$112,848)

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Juris Doctorate, or a Master’s Degree or equivalent 36 post baccalaureate credit hours of course work in Education, Special Education or a related field.

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 directly related to the position option.

DESCRIPTION:

The Chief of the Compliant Investigation Section of the Family Support and Dispute Resolution Branch Process Branch is responsible for ensuring that State complaints filed with the Department under federal and State special education laws and regulations are investigated and resolved in accordance with requirements.

Gerald Loiacono:

QUALIFICATIONS:

Education:

Georgetown University Law Center (Washington, D. C.) 2012 – Master of Laws, Taxation

University of Baltimore School of Law (Baltimore, Maryland) 2011 – Juris Doctor Focus, of study in Juvenile, Youth, and Family Law and Taxation

Florida State University (Tallahassee, Florida) 2008 – Bachelor’s Degree in Public Sector Economics and Political Science

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2015 – 2018: Education Specialist

2021 – Present: Complaint Investigator

Baltimore City Public Schools, Office of Legal Counsel (Baltimore, Maryland)

2018 -2021: Associate Counsel

Maryland Department of Public Safety and Correctional Services, Office of the Secretary (Balto.Md)

2014 – 2015: Policy and Regulations Specialist

Maryland Judiciary, Family Services Division (Baltimore, Maryland)

2009 – 2011: Legal Resource Coordinator

2011 – 2014: Staff Attorney

Baltimore Urban Debate League (Baltimore, Maryland)

2008 – 2018: Debate Coach

EMPLOYMENT STATUS:

Promotional



Mohammed Choudhury
State Superintendent of Schools

January 25, 2022
BOARD LIST

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

Name: Patricia Mikos
Position: Director, Grants Administration and Compliance
Division/Office: Office of the Deputy State Superintendent of Finance - Office of Financial Planning, Operations, and Strategy
Salary Grade: State Salary Grade: 25
Annual Salary Range: \$85,493 - \$137,260
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

None Specified

EXPERIENCE:

Five years of related experience in coordinating or administering education programs or services.

DESCRIPTION:

This position is responsible for providing leadership over all management, guidance, monitoring, and support activities for internal and external stakeholders to ensure that all state and federal grant programs and funds are administered according to program requirements and will oversee a team of program managers and coordinators that will manage the processes and systems that drive all grant cycle activities, including competition, monitoring, negotiations, reporting, grant reviews, operational, coordination, and implementation functions to ensure that all grant programs and funds are used for authorized purposes in compliance with state and federal statutes, regulations, and terms and conditions.

Patricia Mikos:

QUALIFICATIONS:

Education

University of Baltimore (Baltimore, Maryland) 2011 – Master’s Degree in Public Administration

Hood College (Frederick, Maryland) 1988 – Bachelor’s Degree in Sociology Biology

Experience:

Baltimore City Community College (Baltimore, Maryland)

2017 – Present: Executive Director, Workforce Development and Continuing Education

Maryland State Department of Education (Baltimore, Maryland)

2005 – 2017: Program Manager, Student and Assessment Services Branch

1997 – 2002: Specialist in the CTE-Student and Assessment Services Branch

2002 – 2005: Lead Specialist in the CTE – Student and Assessment Services

1997 – 2002: Program Manager

Southern Regional Education Board (Atlanta, Georgia)

1994 – 1997: Director for Staff Development

EMPLOYMENT STATUS:

Promotional



Mohammed Choudhury
State Superintendent of Schools

January 25, 2022
BOARD LIST

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

Name: Nicole Obregon
Position: Education Program Manager I – Grants Administration and Compliance
Division/Office: Office of the Deputy State Superintendent of Finance - Office of Financial Planning, Operations, and Strategy
Salary Grade: State Salary Grade: 23
Annual Salary Range: \$75,012 -\$120,447
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Six years of related experience in coordinating or administering education programs or services.

NOTES:

1. Candidates may substitute the possession of a master’s degree from an accredited college or university for two years of the required experience.

DESCRIPTION:

This position manages the daily operations and activities of assigned grants for multiple federal and state grant programs. This position is responsible for providing management, guidance, monitoring, negotiation, and support to ensure that assigned grant programs are administered according to program requirements.

Nicole Obregon:

QUALIFICATIONS:

Education

University of Maryland Baltimore County (Catonsville, Maryland) Master's in Teaching English
Bachelor's Degree in Sociology and Anthropology

Community College of Baltimore County (Catonsville, Maryland) AA Degree in Bookkeeping

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2020 – Present: Staff Specialist Grant Specialist

Baltimore County Public School (Randallstown, Maryland)

2017 – 2018: ESOL Teacher

Prince Georges County Public School (Adelphi, Maryland)

2008 – 2017: ESOL Teacher

2013: Writing Consultant

Maryland State Public School System (Howard, Prince George's and Baltimore County Schools)

2008 – 2019: ESOL Teacher

Inka Builders (Baltimore, Maryland)

2018 – 2019: Office Manager

Center for Applied Linguists (Washington, D.C.)

2013: Writing Consultant

MDTESOL Board of Directors (Baltimore, Maryland)

2017: Advocacy Chairperson

Kennedy Krieger Institute (Baltimore, Maryland)

2012: Development Researcher

Community College of Baltimore County (Baltimore, Maryland)

2006: ESL Program Site Coordinator

EMPLOYMENT STATUS:

Promotional

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE JANUARY 25, 2022 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>
Bell, Victoria F.	Business Services Partner – Procurement and Contract Management (Program Manager IV)	22	Deputy Superintendent for Operations-Procurement	TBD
Cohen, Elizabeth	Program Manager III – Talent Partner	21	Deputy Superintendent for Operations-Office of Human Resources	TBD
Neboshynski, Andrew	IT Assistant Director IV – IT Partner	23	Deputy Superintendent for Operations-Information Technology	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>
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III. Other Actions: Promotional

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
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Mohammed Choudhury
State Superintendent of Schools

January 25, 2022
BOARD LIST

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

Name: Victoria F. Bell

Position: Business Services Partner – Procurement and Contract Management -
(Program Manager IV)

Division/Office: Deputy Superintendent for Operations - Procurement

Salary Grade: State Salary Grade: 22
Annual Salary Range: \$70,280 -112,848

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 included 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.

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.

Victoria Bell

QUALIFICATIONS:

Education

University of Maryland University College (Adelphi, Maryland) 2016 – Master’s Degree in Business Project Management

University of Baltimore (Baltimore, Maryland) 2001- Master’s Degree Criminology Law Enforcement

University of Nevada, Las Vegas (Las Vegas, Nevada) 1997 - Psychology

Experience:

Maryland Transit Administration, Maryland Department of Transportation (Baltimore, Maryland)
2018 – Present: Assistant Purchasing Manager

Developmental Disabilities Administration/Department of Health and Mental Hygiene
(Baltimore, Maryland)
2015 – 2018: Chief of Procurement

Department of Juvenile Services (Baltimore, Maryland)
2001 – 2015: Program Specialist Procurement

Schaeffer Center for Public Policy (Baltimore, Maryland)
2000: Research Assistant

Art Miller and Associates (Baltimore, Maryland)
1999: Accounting Manager

Troy Forming Concrete (Aurora, Colorado)
1998: Administrative Assistant

Las Vegas Metropolitan Police (Las Vegas, Nevada)
1998: Communications Specialist II

EMPLOYMENT STATUS:

New Hire



Mohammed Choudhury
State Superintendent of Schools

January 25, 2022
BOARD LIST

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

Name: Elizabeth S. Cohen
Position: Program Manager III – Talent Partner
Division/Office: Deputy Superintendent for Operations - Office of Human Resources
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$65,857 - \$105,735
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Five years or more of experience in years of full life-cycle recruiting experience, managing a lean recruiting team, including leveraging and delegating to recruiting coordinators.

DESCRIPTION:

The Talent Partner serves as the Human Capital Management (Human Resources) primary point of contact assigned to a set of business clients (MSDE division leaders). The TP will manage the department’s capacity to effectively meet the human capital needs of all divisions by working directly with leaders within each assigned program office to ensure high-quality staff across MSDE.

Elizabeth S. Cohen

200 WEST BALTIMORE STREET | BALTIMORE, MD 21201 410-767-0100 | 410-333-6442 TTY/TDD

MarylandPublicSchools.org

QUALIFICATIONS:

Education

Loyola University of Maryland (Baltimore, Maryland) 1998 – Master’s Degree in Counseling Psychology

Pennsylvania State University (University Park, Pennsylvania) 1995 – Bachelor’s Degree Psychology

Experience:

Maryland Department of Public Safety and Correctional Services (Baltimore, Maryland)

2020 – Present: Manager of the Office of Talent Acquisition and Promotions

Maryland Department of Budget and Management (Baltimore, Maryland)

2016 – 2020: Deputy Director of the Recruitment and Examination Division

2012 – 2016: Manager, Recruitment and Examination Division

1998 – 2012: Human Resources Analyst

EMPLOYMENT STATUS:

New Hire



Mohammed Choudhury
State Superintendent of Schools

January 25, 2022
BOARD LIST

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

Name: Andrew Neboshynski
Position: Information Technology Assistant Director IV – IT Partner
Division/Office: Deputy Superintendent for Operations - Information Technology
Salary Grade: State Salary Grade: 23
Annual Salary Range: \$75,012 - \$120,447
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Bachelor's degree from an accredited college or university in computer science, computer information technology, information security, electrical systems, cybersecurity, or related field.

EXPERIENCE:

Five years of experience working in an information technology environment (IT) to include direct involvement in the management of IT technical staff and IT projects.

NOTE:

1. Candidates may substitute additional experience in the management of IT technical staff and IT projects on a year-to-year basis for the required education.

DESCRIPTION:

The IT Partner (ITP) has the overall responsibility to serve as the strategic interface with assigned division/office or functional area for the purpose of business technology strategy development, solution discovery, service management, risk management and relationship management. The incumbent will serve as the business relationship link between the division/office and IT needs.

This position provides highly valued strategic consulting level support and guidance through key IT initiatives. The ITP will communicate decisions, priorities, and relevant project information to appropriate levels of staff regarding division/office requests, projects, and initiatives. The ITP proactively serves as a “trusted advisor,” and is the primary IT point of contact to achieve the agency’s objectives through the effective use of technology.

Andrew Neboshynski:

QUALIFICATIONS:

Education

Naval Postgraduate School (Monterey, California) 2008 – Master’s Degree in Systems Engineering
US Naval Academy (Annapolis, Maryland) 2000 – Bachelor’s Degree in Computer Science

Experience:

The Home Depot (Glen Burnie, Maryland)

2020 – 2021: Lumber Department Supervisor

US Third Fleet, Command, Control, Computers, Communication Department (Point Loma, California)

2016 – 2018: Deputy Assistant Chief of Staff for Command, Control, Computers and
Communication

DOD Joint Staff (Pentagon, Virginia)

2015 – 2016: Action Officer, Cryptographic Program Manager

Naval COMSEC Material Service (Andrews AFB, Maryland)

2013 -2015: Executive Officer

USS Iwo Jima, LHD-7 (Norfolk, Virginia)

2011 – 2013: ADP/Radio Department Head

US Strategic Command (Offutt AFB, NE)

2008 – 2011: Net-Centric Portfolio Manager

EMPLOYMENT STATUS:

New Hire