

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE JANUARY 24, 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>
Betley, Christine B.	Grants Administration and Compliance Manager – Education Program Manager I	23	Office of the State Superintendent, Office of Financial Planning Operations and Strategy	TBD
Cassatt, Trish	Grants Administration, and Compliance Program Coordinator – Program Manager I	19	Office of the State Superintendent, Office of Financial Planning Operations and Strategy	TBD
Everett, Stephanie	Information Technology Partner – IT Assistant Director IV	23	Office of the Deputy State Superintendent of Operations, Office of Information Technology	TBD
Gauer, Elliot	Psychiatrist – Physician Program Specialist	PHY	Office of the Deputy State Superintendent for Organizational Effectiveness, Division of Rehabilitation Services- Disability Determination Services	TBD
Gowans, Jamalden T.	Special Education Grants Section Chief - Education Program Supervisor	22	Office of the Deputy State Superintendent for Teaching and Learning, Division of Early Intervention and Special Education Services	TBD
Kasahara, Emiko	Psychologist II	21	Office of the Deputy State Superintendent for Organizational Effectiveness, Division of Rehabilitation Services- Disability Determination Services	TBD

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Kincaid, Richard W.	Senior Executive Director of College and Career Pathways – Program Manager Senior III	25	Office of the Deputy State Superintendent for Teaching and Learning, Division of College and Career Readiness	TBD
Owolabi, Ibijoke	Chief of Special Education Resource Management and Monitoring - Education Program Manager II	24	Office of the Deputy State Superintendent for Teaching and Learning, Division of Early Intervention and Special Education 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>
Brown, Stacia	Vocational Rehabilitation Specialist II	15	Office of the Deputy State Superintendent for Organizational Effectiveness, Division of Rehabilitation Determination Services	12/28/22
Davis, Sharmina	Vocational Rehabilitation Specialist II	15	Office of the Deputy State Superintendent for Organizational Effectiveness, Division of Rehabilitation Determination Services	12/28/22
Elsezy-Young, Tavon	Vocational Rehabilitation Specialist II	15	Office of the Deputy State Superintendent for Organizational Effectiveness, Division of Rehabilitation Determination Services	12/28/22

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Fletcher, Deloris	Vocational Rehabilitation Specialist II	15	Office of the Deputy State Superintendent for Organizational Effectiveness, Division of Rehabilitation Determination Services	12/28/22
Hall, Takisha	Vocational Rehabilitation Specialist II	15	Office of the Deputy State Superintendent for Organizational Effectiveness, Division of Rehabilitation Determination Services	12/28/22
Latsu, Michelle	Vocational Rehabilitation Specialist II	15	Office of the Deputy State Superintendent for Organizational Effectiveness, Division of Rehabilitation Determination Services	12/28/22
Lieberman, Daniel	Program Finance Analyst - Administrator III	18	Office of the State Superintendent, Office of Policy Analysis and Fiscal Compliance	01/25/23
Muse, Quiana	Vocational Rehabilitation Specialist II	15	Office of the Deputy State Superintendent for Organizational Effectiveness, Division of Rehabilitation Services - Disability Determination Services	12/28/22
Robertson, Teresa	Vocational Rehabilitation Specialist II	15	Office of the Deputy State Superintendent for Organizational Effectiveness, Division of Rehabilitation Services - Disability Determination Services	12/28/22
Robinson, Nina	Vocational Rehabilitation Specialist II	15	Office of the Deputy State Superintendent for Organizational Effectiveness, Division of Rehabilitation Services - Disability Determination Services	12/28/22

III. Other Actions: Promotional

<u>NAME</u>	<u>POSITION</u>	<u>SALARY</u> <u>GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF</u> <u>APPOINTMENT</u>
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January 24, 2023
BOARD LIST

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

Name: Christine B. Betley

Position: Grants Administration and Compliance Manager –
Education Program Manager I

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

Salary Grade: State Salary Grade: 23
Annual Salary Range: \$84,696 - \$136,233

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 related experience in coordinating or administering education programs or services.

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.
3. The required field of education and experience are unique for each option and are established by MSDE in accordance with Education Article, Section 2-104 of the Annotated Code of Maryland. The specific education and experience qualifications for each position are on record in the Human Resource Management Branch of the Division of Business Services.
4. Candidates may substitute U.S. Armed Forces military service experience at a rank of Corporal/Petty Officer or higher as a commissioned officer in Education Program classifications or Education Program specialty codes in the Education field of work on a year-for-year basis for the required experience and education, one year of which must have been in an administrative supervisory or consultative capacity.

Christine Boland Betley:

QUALIFICATIONS:

Education

Stevenson University (Stevenson, Maryland) 2016 – Master’s Degree in Secondary STEM Education
University of Maryland (Adelphi, Maryland) 2012 – Bachelor’s Degree in Environmental Management and Natural Science Speech Pathology/Audiology Counseling Psychology
Chesapeake College (Wye Mills, Maryland) 2012 – Associate’s Degree in Elementary Education Management and Natural Science Speech Pathology/Audiology Counseling Psychology
University of Maryland Baltimore County (Baltimore, Maryland) 1981 – 12 credits toward Master’s Degree in Mathematics

Experience:

Queen Anne’s County Public Schools (Centreville, Maryland)
2021 – Present: Supervisor of Equitable Access, Opportunity and OST Programs
2019 – 2021: Middle School Math Teacher
Chesapeake College (Wye Mills, Maryland)
2021 – Present: Adjunct Faculty, Developmental Math
Anne Arundel County Public Schools (Linthicum, Maryland)
2017 – 2019: Middle School Math Teacher, STEM Magnet Liaison, Interdisciplinary Team Leader
Kent School (Chestertown, Maryland)
2015 – 2017: Middle School Math and Algebra I Teacher and Department Chair
J. Albert Adams Academy (Annapolis, Maryland)
2015 – 2017: 8th Grade School Science Teacher and Department Chair, Alternative Education

EMPLOYMENT STATUS:

New Hire



January 24, 2023
BOARD LIST

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

Name: Trish Cassatt

Position: Program Coordinator, Grants Admin and Compliance Program Coordinator – Program Manager I

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

Salary Grade: State Salary Grade: 19
Annual Salary Range: \$65,306 - \$105,072

Effective Date: TBD

JOB REQUIREMENTS:

EXPERIENCE:

Four 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 the required experience.

DESCRIPTION:

The Coordinator, Grants Administration and Compliance reports to the Program Manager in the Office of Grants Administration and Compliance. The office is responsible for overseeing all discretionary and formula grants processes and systems to ensure fiscal goals and objectives are met annually in alignment with MSDE’s multiyear strategic plan and Blueprint for Maryland’s Future initiatives. The coordinator will serve as the lead facilitator for all assigned federal and/or state grant program and fund activities.

Trish Cassatt:

QUALIFICATIONS:

Education

Loyola University (Baltimore, Maryland) 1981 – Master’s Degree in Applied Psychology

Towson University (Towson, Maryland) 1976 –Bachelor’s Degree in Speech Pathology/Audiology
Counseling Psychology

University of Baltimore (Baltimore, Maryland) 1980 – Certificate in Business Management

Experience:

Mental Health Association of Maryland Inc. (Lutherville, Maryland)

2021 – Present: Senior Program Director

Girl Scouts of Central Maryland, Inc. (Baltimore, Maryland)

2015 – 2021: Director of Grants and Administration

Virtual Health Center, LLC (Jacksonville, Maryland)

2013 – Present: General Manager, Consulting and Technology (Part-Time)

People’s Free Medical Clinic (Baltimore, Maryland)

2004 – 2013: Executive Director/ Clinic Manager

EMPLOYMENT STATUS:

New Hire



January 24, 2023
BOARD LIST

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

Name: Stephanie M. Everett

Position: Information Technology Partner –
Information Technology Assistant Director IV

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

Salary Grade: State Salary Grade: 23
Annual Salary Range: \$84,696 – 136,233

Effective Date: TBD

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.
2. Candidates may substitute up to two years of the “Experience” requirement listed above with a graduate level degree in computer science, electrical systems, cybersecurity or related field from an accredited college or university.

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.

Stephanie Everett:

QUALIFICATIONS:

Education:

Strayer University (Baltimore, Maryland) 2022 – Master’s Degree in Information Systems

Bethany College (Bethany, West Virginia) 2017 - Bachelor’s Degree in Computer Science

Capella University (Baltimore, Maryland) – Credits toward Doctor of Information Technology

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2020 – Present: Information Technology Procurement and Contract Coordinator

Amazon (Baltimore, Maryland)

2018 – 2020: Information Technology Support and Inbound Problem Solver

EMPLOYMENT STATUS:

Promotional



January 24, 2023
BOARD LIST

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

Name: Elliott Gauer

Position: Psychiatrist – Physician Program Specialist

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

Salary Grade: State Salary Grade: PHY 0005
Annual Salary Range: \$140,042 - \$239,687

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Doctorate degree in medicine from an accredited college or university.

EXPERIENCE:

Required for certification in an area of medical specialization by an American Medical Association Specialty Board.

DESCRIPTION:

These positions review consultative examination reports for accuracy, completeness and deficiencies in content. They also participate in the development of training and trains examiner staff in the understanding and use of medical evidence.

Elliott Gauer:

QUALIFICATIONS:

Education:

Rowan University School of Osteopathic Medicine (Stratford, New Jersey) 2014 - D.O. degree in Osteopathic Medicine

Stockton University (Galloway, New Jersey) 2009 –Bachelor’s Degree in Biology Marine Science

Ocean County College (Toms River, New Jersey) 2007 – Associate Degree in General Studies

Experience:

Maryland Department of Health, Thomas B Finan Center (Cumberland, Maryland)

2022 – Present: On Call Psychiatrist, Inpatient

2018-2020: Staff Psychiatrist Inpatient

Main Street Mobile Treatment Associate (Reisterstown, Maryland)

2021 – 2022: Independent Contractor, Mobile Psychiatrist

Mid-Atlantic Permanente Medical Group, Kaiser Permanente

2020 – 2021: Staff Psychiatrist Outpatient

EMPLOYMENT STATUS:

New Hire



January 24, 2023
BOARD LIST

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

Name: Jamalden T. Gowans

Position: Special Education Grants Section Chief –
Education Program Supervisor

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

Salary Grade: State Salary Grade: 22
Annual Salary Range: \$79,343 - \$127,637

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master’s degree or equivalent 36 credit hours of post baccalaureate course work in Education Administration/Supervision, Education, Special Education or a related field.

EXPERIENCE:

Five (5) years of professional teaching or administrative experience or affiliated with special education or early intervention education program that includes fiscal management responsibilities. Experience with federal grants with special education programs is preferred.

NOTES:

1. Candidates may substitute two additional years of experience directly related to the position option for the required education.
2. Candidates may substitute the possession of a doctorate degree at an accredited college or university in a field related to the position for one year of the required experience.

DESCRIPTION:

This position provides general supervision and oversight to fiscal grant specialists in their fiscal and programmatic support of and technical assistance to Local Education Agencies (LEAs), public agencies (PAs), Non-Profit Organizations and Institutions of Higher Education (IHEs) in the administration of the IDEA Part B grants; implementation of Federal and State assurances, administrative and audit requirements supporting public agency efforts to improve school and student performance with an emphasis on narrowing the access, opportunity, and achievement gaps for students with disabilities; development of procedural guidance publications, and statewide technical assistance to (LEAs).

Jamalden T. Gowans:

QUALIFICATIONS:

Education

The Johns Hopkins University (Baltimore, Maryland) 2008 – Master’s Degree in Clinical Community Counseling

Coppin State College (Baltimore, Maryland) 2003 – Bachelor’s Degree Criminal Justice

Goucher College (Towson, Maryland) 2019 – 30 credits towards Master’s Degree in Special Education

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2019 – Present: Education Program Specialist - Fiscal Grants Liaison

Baltimore City Public Schools (Baltimore, Maryland)

2017 – 2019: Special Education Teacher and
Grant Data Management (Title I After School Program)

Maryland School for the Blind (Baltimore, Maryland)

2012 – 2016: Assistant Director of Residential Services

Service Source (Alexandria, Virginia)

2011 – 2012: Program Manager

EMPLOYMENT STATUS:

Promotional



January 24, 2023
BOARD LIST

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

Name: Emiko Kasahara

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: 21
Annual Salary Range: \$74,344 - \$119,591

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Two years of experience rendering psychological services or engaged in psychological research after receipt of the Psychologist license.

DESCRIPTION:

This position interprets psychiatric and psychological evidence, prescribe psychiatric and psychological evaluation need and participate as the mental consultant in the adjudication of Social Security and Supplemental security Income disability claims.

Emiko Kasahara:

QUALIFICATIONS:

Education

Northern Arizona University (Flagstaff, Arizona) 2002 – Ed.D. in Counseling Psychology

Connecticut College (New London, Connecticut) 1996 – Master’s Degree in Clinical Psychology

Knox College (Galesburg, Illinois) 1993 – Bachelor’s Degree in Chemistry

Experience:

Johns Hopkins Center for Talented Youth (Baltimore, Maryland)

2016 – 2020: Senior Data Analysts

2013 – 2016: Research Psychologist in Research and Evaluation

2003 – 2013: Testing and Evaluation Specialist

Adler Psychological Service Center (Chicago, Illinois)

2001 – 2002: Doctoral Interns

Northern Arizona University (Flagstaff, Arizona)

1998 – 1999: Counseling Supervisor

1998: Doctoral Practicum Student

The Guidance Center (Flagstaff, Arizona)

1998 – 1999: Psychology Intern

Community Health Center for Southeastern Connecticut (Bales Ferry, Connecticut)

1995 – 1996: Master’s Intern

EMPLOYMENT STATUS:

New Hire



January 24, 2023
BOARD LIST

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

Name: Richard W. Kincaid

Position: Senior Executive Director of College and Career Pathways –
Program Manager Senior III

Division/Office: Office of the Deputy State Superintendent for Teaching and Learning,
Division of College and Career Readiness

Salary Grade: State Salary Grade: 25
Annual Salary Range: \$96,496 – 155,248

Effective Date: TBD

EDUCATION:

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

EXPERIENCE:

Five (5) or more years of experience in educational leadership in the areas of college and career readiness and access initiatives and programs; school improvement and transformation initiatives, and/or related experiences.

NOTE:

Candidates may substitute 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.

DESCRIPTION:

The Senior Executive Director of College and Career Pathways provides leadership, subject matter expertise, and oversight and support for all Maryland courses, programs, and initiatives related to early/middle college, International Baccalaureate, Advanced Placement, dual credit, and career and technical education (CTE) pathways. This position will support the Maryland State Department of Education’s (MSDE) efforts in implementing the multiyear strategic plan and Blueprint for Maryland’s Future. The Senior Executive Director of College and Career Pathways ensures all students across the state, especially those who have been historically underserved, access and excel in high-quality pathways that include opportunities to earn college credit and in demand industry-recognized credentials and participates in registered apprenticeships that meet workforce needs.

Richard Kincaid:

QUALIFICATIONS:

Education:

Abilene Christian University (Abilene, Texas) 2009 – Master’s Degree Educational Leadership; 2003
– Masters Degree in Organizational Development and Alternative Dispute Resolution: 2000 –

University of Virginia (Charlottesville, Virginia) – 48 credit hours toward Ph.D. in Curriculum and Instruction

Experience:

Office of the State Superintendent of Education (Washington D.C.)
2018 – Present: State Director Career and Technical Education

EcoRise (Austin, Texas)
2014 – 2018: Chief Innovation Officer

Round Rock Independent School District (Round Rock, Texas)
2011 – 2014: Director of Career and Technical Education

Ector County Independent School District (Odessa, Texas)
2009 – 2011: Director of Career and Technical Education
2005-2006: Speech and Debate Teacher (Permian High School)

Plano Independent School District (Plano, Texas)
2006-2009: Speech and Debate Teacher (Plano East Senior High School)

EMPLOYMENT STATUS:

Promotional



January 24, 2023
BOARD LIST

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

Name: Ibijoke Owolabi

Position: Chief of Special Education Resource Management and Monitoring –
Education Program Manager II

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

Salary Grade: State Salary Grade: 24
Annual Salary Range: \$90,418 - \$145,417

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master’s Degree or equivalent 36 credit hours of post-baccalaureate course work in Special Education, or Master’s Degree in Accounting or a related financial field.

EXPERIENCE:

Five (5) years of professional experience in a leadership role in special education within a public school system. Five (5) years of experience in a leadership or supervisory role in the field of accounting, or related areas such as budget or grant management is acceptable in place of special education experience. Experience in the role of Director or Coordinator of Special Education is preferred.

DESCRIPTION:

This is a supervisory position responsible for providing leadership and support for programmatic, fiscal and budgetary accountability and technical assistance in the area of grant development, management, and administration.

IBI Owolabi:

QUALIFICATIONS:

Education

Andrews University Campus (Berrien Springs, Missouri) 1995 - Master's Degree in Business Administration

Ogun State University (Ogun, OC) 1988 - Bachelor's Degree in Accounting

Experience:

Maryland Office of Legislative Audit (OLA) Department of Legislative Services

2020 – Present: Auditor (Fiscal Compliance and Performance Auditor)

Maryland Department of Public Safety and Correctional Services

2019 – 2020 Accountant

H & R Block Advisors (Lutherville, Maryland)

2019 – Present: Business Tax Planner and Advisor

Capitol Financial Forensics & Accounting (Rosedale, Maryland)

2017 -2019: Manager, Forensic and Tax Compliance

ExCel Group (Arlington, Virginia)

2008 – 2016: Financial Manager

EMPLOYMENT STATUS:

New Hire

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE JANUARY 24, 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>
Bentley, Andrea	Manager of Employment Relations - Human Resources Administrator III	20	Office of the Deputy State Superintendent of Operations, Office of Human Resources	TBD
Brightful, Lindsey E.	Director of Mathematics – Education Program Manager II	24	Office of the Deputy State Superintendent for Teaching and Learning, Division of Curriculum Instructional Improvement and Professional Learning	TBD
Egan, Shannon E.	Specialized Instruction Specialist – Education Program Specialist I	21	Office of the Deputy State Superintendent for Teaching and Learning, Division of Early Intervention and Special Education Services	TBD
Frick, Jena E.	Deputy Director of Media Relations – Administrative Program Manager IV	22	Office of the State Superintendent, Office of Communications and Community Engagement	TBD
Henriksen, Jeffrey J.	Information Technology Partner – IT Assistant Director IV	23	Office of the Deputy State Superintendent of Operations, Office of Information Technology	TBD
Julianelle, Patricia	State Homeless Education Coordinator – Education Program Specialist II	22	Office of the Deputy State Superintendent for Teaching and Learning, Division of Curriculum, Instructional Improvement, and Professional Learning	TBD

Addendum

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Obregon, Nicole	Special Fiscal Programs Administrator – Education Program Manager II	24	Office of the State Superintendent, Office of Financial Planning, Operations, and Strategy	TBD
Scancella, Dante F.	Chief of Interagency Initiatives and Rates - Education Program Manager I	23	Office of the Deputy State Superintendent for Teaching and Learning, Division of Early Intervention and Special Education 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>
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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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January 24, 2023
BOARD LIST

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

Name: Andrea M. Bentley

Position: Manager of Employment Relations –
Human Resources Administrator III

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

Salary Grade: State Salary Grade: 20
Annual Salary Range: \$69,672 -\$112,091

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. Two of these years must have involved Employee Relations and/or Employment Services, including experience in review and approval of ADA requests, employee grievance and disciplinary matters, and conducting grievance and disciplinary investigations.

DESCRIPTION:

This position serves as the Manager of Employee Relations for the Department of Human Resources in the Maryland State Department of Education (MSDE). This position supports the overall mission of MSDE by assisting with employee relations strategies consistently and equitably. The person in this position will perform various complex professional and administrative work related to employee/labor relations and recommend appropriate actions to the director. Other responsibilities of this position include assisting with processing and coordinating ADA request for employees and partnering with leaders to provide guidance, training, and analysis, with respect to the Americans with Disabilities Act of 1990 (ADA), Americans with Disabilities Act Amendments Act of 2008 (ADAAA), performance management, discipline, and other ER-related functions.

Andrea M. Bentley:

QUALIFICATIONS:

Education:

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

Experience:

Allegis Group (Hanover, Maryland)

2021 – Present: 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:

New Hire



January 24, 2023
BOARD LIST

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

Name: Lyndsey E. Brightful

Position: Director of Mathematics – Education Program Manager II

Division/Office: Office of the Deputy State Superintendent for Teaching and Learning,
Division of Curriculum Instructional Improvement and Professional Learning

Salary Grade: State Salary Grade: 24
Annual Salary Range: \$90,418343 - \$145,417

Effective Date: TBD

Education:

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

Experience:

Five (5) years of experience in managing and leading mathematics and/or STEM programs in prekindergarten through 12 settings. One year of this experience must include supervising and coaching professional education staff.

DESCRIPTION:

The director of mathematics provides leadership, content area expertise, and oversight to all statewide math programs and initiatives prekindergarten through grade 12 in Maryland public schools. The position is responsible for overseeing the development and deployment of best in class, research-based support to local education agencies and early childhood education providers to implement comprehensive and equitable policies, programs, and practices aligned to Maryland’s math content standards. The director of mathematics will focus on developing and implementing programs and initiatives that ensure access to secondary mathematics courses and pathways that are intentionally designed to prepare students to be college and career ready, especially those who have been historically underserved.

Additionally, the director of mathematics will spearhead the Maryland State Department of Education’s collaboration and coordination with key stakeholders in the implementation of high-quality mathematics curriculum, courses, and programs that are aligned to Maryland’s college and career readiness standards. The position will oversee the collaboration with diverse communities and organizations to analyze programs and strategies that promote culturally responsive teaching practices and best in class, research-based college and career readiness pathways in support of the Maryland State Department of Education’s implementation of the multiyear strategic plan and the Blueprint for Maryland’s Future.

Lyndsey E. Brightful

QUALIFICATIONS:

Education

The Johns Hopkins University (Baltimore, Maryland) 2014 – Master’s Degree in Secondary Education

Hampton University (Hampton, Virginia) 2012 – Bachelor’s Degree in Chemistry

Notre Dame of Maryland University (Baltimore, Maryland) – 30 Credits toward Ph.D. in Instructional Leadership for Changing Populations

Experience:

Baltimore County Public Schools (Towson, Maryland)

2021 – Present: Assistant Principal – New Town High School

2018 – 2021: Dean of Department/Mathematics Chair - Sudbrook Magnet Middle School

2012 – 2016: Secondary Math Teacher – Milford Mill Academy and Dundalk Middle School

Teach for America / The Johns Hopkins University (Baltimore, Maryland)

2016 – 2018: Manager, Leadership Development & Transformational Teaching & Leadership Course Instructor

Teach for America / Philadelphia Institute (Philadelphia, Pennsylvania)

2014 – 2019: Teacher Educator Facilitator, School Director, Corps Member Advisor (seasonal)

EMPLOYMENT STATUS:

New Hire



January 24, 2023
BOARD LIST

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

Name: Shannon E. Egan

Position: Specialized Instruction Specialist –
Education Program Specialist I

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

Salary Grade: State Salary Grade: 21
Annual Salary Range: \$74,344 - \$119,591

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Four (4) years of professional administrative experience in or affiliated with special education or early intervention programs related to services for children with disabilities and their family is preferred.

DESCRIPTION:

This position serves as the specialist for specialized instruction in the Performance Support and Technical Assistance (PSTA) Branch for the Division of Early Intervention and Special Education Services (DEI/SES) and is responsible for providing leadership and technical assistance to MSDE, local education agencies (LEAs), public agencies (PAs), and nonpublic special education schools for Maryland’s College and Career-Ready Standards in the implementation of instructional and response to intervention strategies/evidence-based practices, support of federal grant initiatives, technical assistance and programmatic support related to students with high incidence disabilities.

Shannon E. Egan:

QUALIFICATIONS:

Education

Towson University (Towson, Maryland) 2021 – Master’s Degree in Reading Education; 2016 – Bachelor’s Degree Early Childhood Education and Special Education

Experience:

Baltimore County Public Schools (Towson, Maryland)

2022 – Present: IEP Facilitator

2016 – 2022: Special Educator/General Educator

EMPLOYMENT STATUS:

New Hire



January 24, 2023
BOARD LIST

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

Name: Jena E. Frick

Position: Deputy Director of Media Relations –
Administrative Program Manager IV

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

Salary Grade: State Salary Grade: 22
Annual Salary Range: \$79,343 - \$127,637

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Bachelor's degree in communications, journalism, marketing, or a related field.

EXPERIENCE:

Six years of progressively responsible experience in communications and media relations, Two years of this experience must be in managing and supervising staff.

DESCRIPTION:

Under the direction of the Senior Executive Director of Communications and Community Engagement this position is responsible for managing the Maryland State Department of Education's media relations and strategies to promote MSDE's multi-year strategic plan and Blueprint for Maryland's Future initiatives, mission, values, schools, work force and communities. This position is responsible for developing and executing MSDE's external communications strategy, including activities related to media relations, editorial/thought leadership, spokesperson development and reputation management through traditional and emerging media formats. The position closely works with the agency Executive Team and Division Heads to identify programs, innovation, success stories and great customer service to tell MSDE's story.

Jena E. Frick:

QUALIFICATIONS:

Education

University of Maryland, Baltimore (Baltimore, Maryland) 2022 – Master’s Degree in Crisis Management Law

James Madison University (Harrisonburg, Virginia) 2014 – Bachelor’s in Journalism

Experience:

University of Maryland, Baltimore (Baltimore, Maryland)
2018 – Present: Lead Media Relations Specialist

WTTG – Fox Washington D.C. (Baltimore, Maryland)
2017 – 2018: Writer & Senior Producer

WJZ – CBS (Baltimore, Maryland)
2015 – 2017: Senior Producer

WHS TV-3 (Harrisonburg, Virginia)
2013 – 2014: News Apprentice

EMPLOYMENT STATUS:

New Hire



January 24, 2023
BOARD LIST

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

Name: Jeffrey J. Henriksen

Position: Information Technology Partner –
Information Technology Assistant Director IV

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

Salary Grade: State Salary Grade: 23
Annual Salary Range: \$84,696 – 136,233

Effective Date: TBD

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.
2. Candidates may substitute up to two years of the “Experience” requirement listed above with a graduate level degree in computer science, electrical systems, cybersecurity or related field from an accredited college or university.

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.

Jeffrey J. Henriksen:

QUALIFICATIONS:

Education

Towson University (Towson, Maryland) 2015 – Bachelor’s Degree in Environmental Science:
Geographic Information Systems

Frederick Community College (Frederick, Maryland) 2013 – Associates Degree in Biology

Experience:

Maryland Department of Transportation (Baltimore, Maryland)

2022 – Present: IT Programmer Analyst Lead/Advanced

2019 – 2022: Real Property Specialist

Maryland Environmental Service (Millersville, Maryland)

2018 – 2019: Senior Survey Technician

Apple, Inc. (Towson, Maryland)

2015 – 2018: IT Technical Specialist

CVS Health (Frederick, Maryland)

2010 – 2016: Lead Pharmacy Technician

Computer Enhancement Systems Inc. (Frederick, Maryland)

2008: Computer Repair Technician

EMPLOYMENT STATUS:

New Hire



January 24, 2023
BOARD LIST

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

Name: Patricia Julianelle

Position: State Homeless Education Coordinator –
Education Program Specialist II

Division/Office: Office of the Deputy State Superintendent for Teaching and Learning, Division
of Curriculum Instructional Improvement and Professional Learning

Salary Grade: State Salary Grade: 22
Annual Salary Range: \$79,343 - \$127,637

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 an education program or service directly related to Title I or Education for Homeless Children.

NOTES:

1. Candidates may substitute two additional years of experience directly related to the position option for required education.

DESCRIPTION:

The State Homeless Education Coordinator serves as lead technical program expert responsible for administering, managing, coordinating and evaluating federal grants and shares responsibility for providing leadership and support to the Maryland State Department of Education on the requirements of the federal law as applicable. The grants this position oversees include Title X, Education for Homeless Children and Youth Program and Title I, Part A, Educating the Disadvantaged. Leadership and support are also provided in the design and development of processes and materials to support the activities of the branch. This specialist will use knowledge and experience in federal and State regulations, MSDE’s goals and initiatives, public education, school improvement, research and practices, staff development and training related to implementing educational programs for disadvantaged children and their families.

Patricia Julianelle:

QUALIFICATIONS:

Education

Lewis and Clark School of Law (Portland, Oregon) 1996 – J.D. Degree in Law

Yale University (New Haven, Connecticut) 1992 – Bachelor’s Degree in Political Science

Experience:

School House Connection (Washington, D.C.)

2017 – Present: Senior Director of Program Advancement and Legal Affairs

National Association for the Education of Homeless Children and Youth (Tucker, Georgia)

2011 – 2016: Director of State Projects and Legal Affairs

2004 – 2011: Pro Bono Counsel

Texas Homeless Education Office (Austin, Texas)

2009 – 2011: Program Specialist

Washington Office of Superintendent of Public Instruction (Olympia, Washington)

2008 – 2009: State Homeless Education Coordinator

Private Legal Practice (Austin, Texas, Washington, D.C, Olympia, Washington Santiago, Chile)

2004 – 2016: Private Attorney/Legal Consultant

National Law Center on Homelessness and Poverty (Washington, D.C.)

2003 – 2004: Acting Legal Director

2001 – 2003: Staff Attorney

Law Office of Donna Wulkan (Washington, D.C.)

1997 -2000: Associate Attorney

Center on Juvenile and Criminal Justice (San Francisco, California)

1992 – 1993: Case Developer

EMPLOYMENT STATUS:

New Hire



January 24, 2023
BOARD LIST

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

Name: Nicole Obregon
Position: Special Fiscal Programs Administrator – Education Program Manager II
Division/Office: Office of the State Superintendent,
Office of Financial Planning, Operations, and Strategy
Salary Grade: State Salary Grade: 24
Annual Salary Range: \$90,418 - \$145,417
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 related experience in coordinating or administering education programs or services. This experience must include one year of supervising professional education program staff.

DESCRIPTION:

This position servers as primary lead and point of contact for any applications MSDE is submitting to receive funding. These include applications for federal grant programs and applications for other external, philanthropic or private grant opportunities. This position need not be or serve as a content expert. This position will coordinate with program staff, Assistant and Deputy-State Superintendents and Senior Leadership to bring forth high-quality grant applications from MSDE, ensure that grant application processes are consistent, ensure that grant applications are consistent, and ensure that high likelihood of successful grant attainment.

Nicole Obregon:

QUALIFICATIONS:

Education

University of Maryland Baltimore County (Baltimore, Maryland) 2006 – Master’s Degree in Teaching English to Speakers of other Languages; Bachelor’s Degree in Sociology and Anthropology

Community College of Baltimore City 2018 – Bookkeeping Certificate

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2022 – Present: Interim Special Fiscal Programs Manager

2022: Education Grants Manager

2020 – 2022: Education Grants Specialist

Prince George’s County Public Schools (Adelphi, Maryland)

2008 – 2019: English (ESOL) Educator

Inka Builders (Baltimore, Maryland)

2018 – 2019: Office Manager

EMPLOYMENT STATUS:

Promotional



January 24, 2023
BOARD LIST

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

Name: Dante F. Scancella

Position: Chief of Interagency Initiatives and Rates –
Education Program Manager I

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

Salary Grade: State Salary Grade: 23
Annual Salary Range: \$ 84,696 - \$136,233

Effective Date: TBD

EDUCATION:

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

EXPERIENCE:

Five years of related experience in coordinating or administering education programs that provide services to children in out of home placements.

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.

DESCRIPTION:

This position leads the Department work in managing the statewide rate setting process for approximately 150 private residential or nonresidential child care programs and nonpublic general education schools housed in private residential programs. The position also leads the work of the State Interagency Rates Committee, comprised of representatives from five other State agencies, which has the responsibility for reviewing and approving rate applications according to State regulations.

Dante F. Scancella:

QUALIFICATIONS:

Education

Morgan State University (Baltimore, Maryland) 2009 – Master’s Degree in Social Work

Franciscan University of Steubenville (Steubenville, Ohio) 2005 – Bachelor’s Degree in Social Work and Human Life Studies

Experience:

Maryland State Department of Human Services (Baltimore, Maryland)

2018 – Present: Social Service Administrator III (Licensing Specialist)

Community College of Baltimore County (Baltimore, Maryland)

2019: Adjunct Instructor

Maryland State Office of the Public Defender (Baltimore, Maryland)

2016 – 2018: Social Worker II (Forensic Social Worker – Criminal Justice)

Baltimore City Department of Social Services (Baltimore, Maryland)

2009 – 2016: Social Worker II/Task Supervisor

Sojourner Douglass College (Baltimore, Maryland)

2010 – 2011: Adjunct Instructor

Arrow Child and Family Ministries (Baltimore, Maryland)

2006 – 2009: Treatment Foster Care Case Manager (Ambassador Family Specialist)

2005 – 2006: Residential Counselor I

EMPLOYMENT STATUS:

New Hire