#### Dr. George A. Stalliard Sr., D.HRM, IPMA-SCP 4922 NW 113th Ave Coral Springs, Florida 33076 drstalliard@yahoo.com.sg

April 11, 2024

Attn: Ms. Kim Beaty, Executive Administrator Florida School Board Association Tallahassee, FL 32301

RE: Superintendent of Schools (Okeechobee County) Position

#### Greetings:

It is with great enthusiasm that I submit this letter of intent for the Superintendent of Schools position. I am an Emeritus Vice-President of Finance and Operations at Lane Community College in Eugene Oregon. Lane Community College (LCC) is the fourth largest College in the State of Oregon with one (1) main Campus and six (6) Centers, over 8,000 students annually and serves an estimated population of 379,600. My human relation skills and the ability to work in multi-ethnic/multi-cultural environment with students, professor, parents, and other community leaders will be an asset for the College. I believe you will find that I meet all the specified qualifications:

- Earned doctorate.
- Oversight of the College Budget of \$328,000,000.
- Twenty-five (25) years of progressively responsible professional experience in administration, including City, County, School Districts and College.
- Record of commitment to diversity coupled with the deep cultural sensitivity essential to serving a multi-cultural environment.
- Oversight of position control, talent management, staff development, recruitment and selection, budget control issues, purchasing, space/classroom management and establish and monitor policies and procedures for the campus.
- Ability to lead people of diverse backgrounds in a collaborative environment.
- Experience in generating revenue for the Campus.
- Served as a member of the District Negotiation Team
- Experience in teaching traditional or blending classes and improving the culture.
- Experience in strategic planning both (Divisions and Collegewide)
- Experience in community work including building coalitions with constituent groups, including the Army Reserve Career Management Division (ARCD)
- Experience in contract administration (i.e., custodial, food services, bookstore, lawn maintenance, county government inter-local agreement and revenue producing agreements.

#### Dr. George A. Stalliard, Sr., DHRM, IPMA-SCP Page 2

As a global thinker, I thoroughly understand the political, policy and procedural aspects of a large educational system, and community college. I have a proven history of leadership at Broward College and Lane Community College, for example, Strategic Planning and Implementation, Public/Private Partnership Agreement, Position Control, Capital Planning, Revenue Projection, Classroom Improvement Plan, Information Technology Support, Auxiliary Services, Center Operations, Event Planning, Budget vs. Actual, Contract Administration and Budget Development.

Let me conclude by stating the following: I believe in a genuine student-focus and learning-centered community college that requires measurable results from instructions to operational. The relationships that I have developed with all campuses, divisions and departments have engendered collegiality and supported a culture where everyone and everything counts.

Enclosed is my resume of my accomplishments and experiences, DD 214, and proof of my education. It shows the abilities I can bring to the University, in addition to the kind of results our "Team" can achieve together.

In the belief that you may soon need abilities of this kind, please feel free to contact me at (407) 446-7776 (C).

Thank you for your consideration of my candidacy for the position.

Warm Regards,

George Stalliard, Sr.

Dr. George A. Stalliard Sr., D.HRM, IPMA-SCP Candidate

#### George A. Stalliard, Sr., D.HRM, IPMA-SCP

4922 NW 113<sup>th</sup> Ave Coral Springs, FL 33076 (407) 446-7776 (C)

drstalliard@yahoo.com.sg

#### **EDUCATION:**

DHRM Business Administration/Human Resource Management
Nova Southeastern University, 1997-Doctorate Degree

MS Management Science/ Human Resource Management
University of Central Texas, 1982-Master (MS) Degree

BS Business Administration
University of Central Texas, 1981-Bachelor (BS) Degree

IPMA-SCP International Public Management Association for

HR-Senior Certified Professional (SCP)

SPHR Preparing for the Senior Professional in Human Resource

**Certification Exam** 

#### **PROFESSIONAL EXPERIENCE**

Vice President for Finance and Administration Lane Community College (LCC) 2022-2023

- Provide visionary and strategic leadership for the College Support Services
   Departments which includes, Budget Office, College Finance, Facilities, KLCC
   (Radio Station), Business Service, and. Information Technology, Public Safety
   and Emergency Preparedness Departments
- Serves as a member of the President's Cabinet, as well as College Council and the Budget Development Sub-Committee of the College Council and relevant Oregon Community College Association (OCCA)
- Oversight all food services, lease partnership, bookstore contracts to ensure all auxiliary contracts are current.
- Ensure Finance & Administration are functions to optimally support the college's learning-centered mission.
- Provide overall leadership to the Budget Office in budget planning, preparation, analysis and projections for the College, coordinate with Cabinet on enrollment projection.
- Participate in the oversight of the planning, design, and construction of new and renovated facilities. Interview and select architects, construction management firms, bond counsel, bond bankers and other consultants related to LCC operations.

- o Guides the development of entrepreneurial activities, promotes, and supports entrepreneurial thinking and practices.
- o Advocates college vision, mission, value, and areas of focus, Represents the college to various community and external stakeholders.
- Demonstrates Lane's core value of sustainability; continuously seek out and foster innovative strategies to advance environmental and financial sustainability at the college and Centers.
- o Supervises the bidding, purchasing and contracting activities for the college.
- Ensures the effective development and communication of the College's emergency preparedness and emergency responses procedures.
- Work collaboratively and maintain effective working relationships with college administrators, faculty, staff, and unions representatives.
- Participate in strategic planning through expertise for contract negotiations,
   Strategic Master Plan, Educational Master Plan and similar operational functions and documents.
- Advocates and facilitates a positive climate of continuous improvement within the college.
- Provide leadership in addressing audit findings and provide recommendations for improvement.
- o Serve on the District Faculty Negotiation Team
- o Serve as Acting President in the President absence.

#### Accomplishments:

- o Change business model for college operations.
- o Provides leadership in reducing the P-Cards distribution and reduce limits.
- o Revise Food Service Contracts to reduce the college liability.
- o Develop a Purchase Order Model vs P-card.
- o Develop a Business Plan to address deficit spending by the departments.
- o Re-align budget distribution to Cabinet ensuring Cabinet are responsible for their department's expenditure.
- o Serves on the Strategic Enrollment Management Plan for the College (SEM)

### Dean of Business Services/North Campus Broward College

2007-2020

- Serve as the Dean of Business Services reporting directly to the Campus President, providing executive level leadership and oversight for all business and finance activities and the Coral Springs Academic Center
- Serve as a member of the College Collective Bargaining Team/North Campus and make recommendation for contract revision.

- Manage all aspect of the various divisions for the Office of Business Affairs including Budget, OMNI Auditorium, Mail Operations, Professional Contracts and liaison with Cashier Office, Campus Safety, Facilities Planning, Risk Management, Human Resources Management and Auxiliary Services (which
- include Regional Library Partnership Program, Junior Achievement & Community Engagement
- Advise the Campus President on all business and financial matters. Collaborate in strategic partnership with the Campus President and the leadership team to set campus wide strategy, define and identify innovative approaches to achieving these strategic goals, define the financial and non-financial objectives.
- Oversee contract administration to ensure the departments are in compliances with grants requires (Perkins, Florida Standard, Florida Trades, and the Bosch).
- Provide training to the Associate Deans, Managers and Supervisors on the Financial Enterprise System (Workday) for tracking expenditures, financial and payroll reports.
- Works closely with the leadership team to ensure educational, staff well maintains classroom utilization plan and instructional process.
- o Increased "Minority and Women Owned Business" expenditure by 25%
- Translate strategic priorities into operational reality, aligning communication accountabilities, resource capabilities, internal processes, and ongoing measurement system to ensure that strategic priorities yield measurable and sustainable results.
- Coordinated with BISK Educational group to provide graduate certificate data analytics training to our Institutional Research and Institutional Analytics Team and academic leaders to foster a data-driven enterprise.

#### Accomplishments:

- Acting Campus President: As the Dean of Business Services for Broward College North Campus each of the Campus President has counted on me to serve in their absence as the Acting Campus President.
- ➤ Incident Commander: While formally designated Deputy Incident Commander with the Campus President designated Incident Commander it is normal for the Campus President to rely on the Business Dean to fill this role.
- ➤ Increased Classroom efficiency by 2% for FY 18-19 at North Campus.
- ➤ Selected Chairperson for Broward College Revenue Committee. Increased revenue by 5% in the non-academic areas. And improve Account Receivables collection.
- ➤ Developed the first Emergency Quick Guide for North Campus
- Served as a member of the Public/Private Partnership Committee for the Coral Springs Academic Center and the College

- ➤ Coordinated the Public/Private Partnership agreement with T-Mobile and the College.
- ➤ Coordinated the development of the OMNI Auditorium website to increase revenue and improve community relations.
- ➤ Developed & managed the Campus Budget which includes five (5) Pathways and six (6) District Departments
- ➤ Founding member of the Bachelor of Applied Science (BAS); Supervision and Management Program
- ➤ Founding member of the Bachelor of Applied Science (BAS); Information Technology Program
- ➤ Developed best practice for Fixed Asset Inventory Control, resulting in decrease in missing asset (80%)

Director Maintenance/Warehouse & Grounds Department The School Board of Lake County 07/06-02/07

- Designs the department nine (9) million dollars' operation budget and a capital budget of six (6) million dollars to ensure proper coordination between schools, department staff and contractors.
- Oversee the creation of the Career Management process for the department; Use technology (TERMS) in daily work operations.
- Manage all operations & functions within the department consistent with district goals & priorities.
- o Monitor quarterly report on the work order system and develop an action plan to address outstanding work order over 90 days.
- Supervises the financial & fiscal administration of the department capital outlay expenditures; To include change orders, modification of work, renovation & portable operations.
- Monitor the applications process & prepare a quarterly report on gender breakdown.
- Serve as a member of the District Collective Bargaining Team and make recommendation for contract revision.
- o Direct, supervise and evaluate the performance of All direct reports.
- o Prepares monthly status report for each capital outlay, indicating budget, expenditures, encumbrances, milestone within the project timeframe.

Director of Maintenance Services The School Board of St. Lucie County 09/97-06/05

- Oversee the Talent Management process for the Department and improve the procedure.
- Coordinates the Facilities maintenance operations of thirty-seven (37) schools and thirteen (13) auxiliary facilities. 0
- Designs the department five million dollars' operation budget and a capital budget of six million dollars to ensure proper coordination between school facilities and contractors.
- Manage a departmen21t3.0 of seventy-five (75) employees and maintained twenty-two athletic fields for district.
- Serve as a member of the District Collective Bargaining Team and make recommendation for contract revision.
- Oversee the recruitment, selection, and the in-processing of staff to the department: Make recommendations on Search Committee Members to the Assistant Superintendent
- o Provide technical expertise and support services to all district staff through Board agendas, monthly meeting, and Leadership Training.
- o Computerize the department work order management system.
- Oversee purchasing, fiscal, and fiscal management, and personnel management.
- Provides supervision over the coordination and effectiveness, evaluation of division program and services, Support district wide initiatives, mission, and vision.
- o Update existing job description and prepare new ones as needed.
- Conducted and scheduled staff development training and develop a career succession plan.
- o Monitor the union contracts to ensure management and understand the language.
- Knowledge of Transportation and White Fleet Management
- o Knowledge of the collective bargaining process.

#### Army

United States Army Reserve-Retired Army Reserve Career Division, Region 5 Army Career Counselor Master Sergeant (E-8)

#### **Professional Committees & Organizations**

- ➤ National Association of College and University Business Officers
- > International Personnel Management Association
- Society of Human Resources ManagementFlorida Association of Community Colleges

#### Workshop Presentations

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0	Budget Development: Guided Pathways Broward College/North Campus, Coconut Creek Florida	03/2019
0	Procurement & Course User Fees Update Broward College/Central Campus, Davis Florida	09/2018
0	Facilities/Capital Projects Update Broward College/North Campus, Coconut Creek Florida	09/2017
0	DARN Training Program (Contract Administration) Army Reserve Career Division (ARCD) 5 <sup>th</sup> BN San Juan, Puerto	06/2013 Rico
0	DARN Training Program (Eligibility Requirement) Army Reserve Career Division (ARCD) 5 <sup>th</sup> BN Panama City Flor	07/2012 rida
0	DARN Training Program (Bonus Requirement) Army Reserve Career Division (ARCD) 5 <sup>th</sup> BN Ft. Lauderdale Fl	08/2012 orida

Kim Beaty, Executive Administrator superintendentsearch@fsba.org 203 South Monroe Street
Tallahassee, FL 32391

Re: Dr. George Stalliard

Dear Executive Administrator Beaty,

It is my honor to write this letter of reference for Dr George Stalliard, in application for the position of Superintendent. Dr. Stalliard worked with me as his supervisor from 2021 to 2022 at Lane Community College. As President of Lane, I appointed Dr. Stalliard to the Vice Presidency in order to overseei many of the college's operations, including Finance and Budget, Security, Maintenance, IT, and our NPR Radio station, KLCC, as well as other units. Lane is a large community college serving over 25,000 students and 1,200 employees and an annual budget over \$200M in restricted and unrestricted funds. The student base was primarily from underserved communities representing a range of diverse backgrounds, including international students, first generation students, undocumented students and students experiencing food and housing insecurity. Students lived in the urban Eugene-Springfield area, the surrounding suburban areas and rural Lane County- which stretches from the Oregon Coast to the central Cascade mountains- a county the size of Connecticut. Similarly, our employee base represented a diversity of employees working in two major labor unions. The college's mission and values supported a commitment to Diversity, Equity, and Inclusion, which Dr Stalliard embraced wholeheartedly.

Dr. Stalliard hit the ground running at Lane. Before he even arrived on campus, he began attending virtual meetings and strategizing plans with me. Dr. Stalliard was a loyal Cabinet member, who understood the political climate of governing boards, student groups and faculty. He developed a strong command of his units quickly and set to work without missing a beat. Dr. Stalliard came to Lane at a difficult time-under stringent COVID protocols and a very tight budget from decreased enrollments. He also came following the announcement of my retirement, which was followed by other resignations, putting a great strain on our Cabinet. Yet, Dr. Stalliard prevailed and did an exceptional job leading the college through budget season and helping the college prepare for the new President.

Dr. Stalliard understands strategic planning and was a significant help to me during the planning process for the college's most recent strategic plan. When Dr. Stalliard arrived at Lane, he was given responsibility to oversee a \$121.5M bond construction and renovation project-which he enthusiastically accepted. These plans included building a new Health Science Center and an Advanced Technology Center in addition to major renovation of over half the campus.

I am grateful for Dr. Stalliard's contributions to the college and fully recommend him for the position of Superintendent.

Humbly Yours,
Margaret A. Hamilton Ph.D
President Emeritus, Lane Community College

April 13, 2024

Kim Beaty, Executive Administrator Florida School Boards Association 203 South Monroe Street Tallahassee, FL 32301

Dear Ms. Beaty:

I am writing to support Dr. George Stalliard. It is a pleasure to recommend him as Superintendent of Schools because of his exemplary leadership, extraordinary team building, and commitment to excellence.

First, Dr. Stalliard demonstrates a strong commitment to collaboration to create successful outcomes for each project. As an Executive Assistant at Broward College, I had the pleasure of working for Dr. Stalliard as the Dean of Business Affairs. His incredible approach to problem solving made him an exceptional supervisor and it was my pleasure to work for him. For example, during the end of fiscal year, it was his responsibility to review the budget, with a mandate to make strategic decisions about budget reductions. He would diligently strive to preserve jobs, while working tirelessly to consider every budget commitment. I admired his resolve to champion for job security.

Dr. Stalliard was also dedicated to the safety and protection of every individual while on campus. He took his role as the lead safety command very seriously. He would schedule meetings with each building command to ensure a safe and compliant work environment. He required online training for hazard procedures to eliminate risk for each area, with an emphasis on prevention. He conducted evacuation, active shooter, and shelter in place drills.

Finally, Dr. Stalliard is well qualified for this opportunity because he is a remarkable administrator who leads by example and commits himself to the professional development of each employee. This trait was of benefit to Broward College because there are numerous individuals who received promotions due to the tremendous support provided by Dr. Stalliard.

For these reasons, I strongly recommend Dr. George Stalliard for Superintendent of Schools for Duval County Public Schools. I am confident that he will benefit your organization in many ways.

If you have any questions or would like to discuss Dr. Stalliard's qualifications further, please do not hesitate to reach out. I can be contacted at 314-680-6693.

Sincerely,

Damaras Makondo makondodr@yahoo.com

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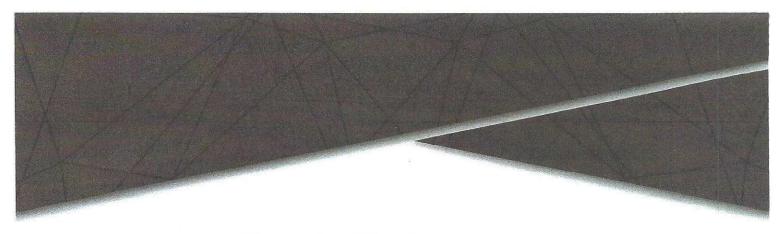
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PAGE Academic Transcript

DR George A. Stalliard Sr. 771 SW 67th Ave N Lauderdale FL

33068





### SENIOR CERTIFIED PROFESSIONAL

IPMA-SCP

THIS CERTIFICATE IS PRESENTED TO

# George Stalliard

for successfully demonstrating the senior-level knowledge and competencies required by the International Public Management Association for Human Resources (IPMA-HR)

5/9/2012

Issued

12/31/2021

Expires



Mail E. Reichenberg

Neil E. Reichenberg

Executive Director

# Dispute Resolution Center



#### CERTIFICATE OF RENEWAL

### GEORGE A. STALLIARD

This verifies that the above named individual has been renewed as a County Mediator to 07/06/2022.

Certificate No: 18960 C

#### REFERENCES LIST

- Dr. Jeffrey Nasse
   Provost, Academic Affairs
   Broward College
   6400 NW 6<sup>th</sup> Way
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Dr. George A. Stalliard, Sr Reference List Page 2

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### DEPARTMENT OF THE ARMY HEADQUARTERS, UNITED STATES ARMY RESERVE COMMAND

4710 Knox Street

Fort Bragg, North Carolina 28310-5000

25 October 2013

STALLIARD GEORGE ALOYSIUS 1930 NW 39TH AVE COCONUT CREEK, FL 33066-3004

0000 5 BN SPT ELE ARCD OCAR (W8DT06) ORLANDO, FL 32827-5299

You are reassigned in the Reserve Components as shown below.

Released from: Current Assignment

Reason: MAXIMUM AGE

Assigned to: THE RETIRED RESERVE, AR-PERSCOM, 1 RESERVE WAY, ST. LOUIS, MO 63132-5200

Effective date: 20 November 2013

Additional Instructions: (a) Your Servicemen's Group Life Insurance (SGLI) terminates 120 days after the effective date of this order. (b) To obtain further information, address correspondence to Cdr, AHRC, Attn: AHRC-PDR-RCR, 1600 Spearhead Division Avenue, Fort Knox, KY 40122 or call 1-888-276-9472 or DSN 983-9500. Any future address changes should be reported to the above office. (c) You must turn-in any equipment issued to you or a Statement of Charges/Report of Survey will be initiated as appropriate. In accordance with Title 10 USC 12108.

FOR ARMY USE: Authority: AR 140-10 Mgt desig: 79V50 Basic branch: NA Control branch: NA Control specialty: NA Project specialty: NA Format: 450

FOR THE COMMANDER:

安安安安安安安安安安安 \* AGENCY \* OFFICIAL \* \*\*\*\*\* MARK H. COGBURN Assistant Adjutant Army Reserve G-1

DISTRIBUTION: Record set (1) Reference set (1) MPRJ (1) Cdr, USARC, ATTN: AFRC-PRP-E (1) Cdr, AHRC, ATTN: AHRC-CIS-PP (1) Cdr, AHRC, ATTN: AHRC-SFZ (TAMP) (1) Cdr, HQ, Army Reserve Careers Division (1) Cdr, 0000 5 BN SPT ELE ARCD OCAR (1) Cdr, 81st RSC (1) MSG STALLIARD GEORGE ALOYSIUS (3)



# CERTIFICATE OF RETIREMENT

FROM THE ARMED FORCES OF THE UNITED STATES OF AMERICA

TO ALL WHO SHALL SEE THESE PRESENTS, GREETING: THIS IS TO CERTIFY THAT

MASTER SERGEANT GEORGE A. STALLIARD

HAVING SERVED FAITHFULLY AND HONORABLY
WAS RETIRED FROM THE

## **UNITED STATES ARMY**

ON THE 20<sup>th</sup> DAY OF November 2013





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. NAME (Last, first, middle)	2. DEPARIN	ENT, COMPONENT AND BRANCH			
STOLARD, GEORGE ALOYSIUS	ARMY	RA			
B. GRADE, RATE OR RANK 4b. PAY GRADE	5. DATE OF BIRTH	6. PLACE OF ENTRY INTO ACTIVE DUTY			
SGT E5	531120	San Juan, PR			
7. LAST DUTY ASSIGNMENT AND MAJOR COMMAND		8. STATION WHERE SEPARATED			
CSC1stBn41stInf 2d Armd Div	FORSCOM FC	Fort Hood, Texas			
9. COMMAND TO WHICH TRANSFERRED			GU COVERAGE		
USAR Control Group (Reinforc	ement) RCPAC, S	t Louis, MO 63132 A	MOUNT\$ 20	000	NONE
1. PRIMARY SPECIALTY NUMBER, TITLE AND YEARS AND		12. RECORD OF SERVICE	YEAR (s)	MON (s)	DAY (5)
MONTHS IN SPECIALTY (Additional specialty numb involving periods of one or more years)	ers and titles	a. Date Entered AD This Period	76	02	19
11B20 Infantryman		b. Separation Date This Period	80	02	18
3 yrs and 8 mos		C. Net Active Service This Period	04	00	00
5 yls and 6 mos		d. Total Prior Active Service	00	00	00
		e. Total Prior Inactive Service	00	00	15
*		f. Foreign Service	00	05	23
		g. Sea Service	00	00	00
		h. Effective Date of Pay Grade	79	08	06
		i. Reserve Oblig. Term. Date	. 82	02	03
Nuclear, Biological and Chem		H SCHOOL GRADUATE OR EQUIVALENT	11	7. DAYS ACCR	UED
15. MEMBER CONTRIBUTED TO POST-VIETNAM ERA VETERANS' EDUCATIONAL ASSISTANCE PROGRAM	TYES X NO	X YES NO		LEAVE PAID	30
18. REMARKS					
None. NOTHING FOLLOWS					
1		FEB 201	990		
	*	County Chair			
				7	
19. MAILING ADDRESS AFTER SEPARATION .		20. ME	MBER REQUESTS (	COPY 6 BE	
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21. SIGNATURE OF MEMBER BEING SEPARATED	22. TYPES AUTHOR	undan dicks	sst Chie	E, AG Tr	f Pt
S/N 0102-1F-000-2140				H	EMPER.

IN THE CIRCUIT COURT OF THE SEVENTEENTH JUDICIAL CIRCUIT IN AND FOR BROWARD COUNTY, FLORIDA

CASE NO. 92-08377(17)

In the Matter of:

FLA. BAR NO. 195890

Changing the name of GEORGE ALOYISUS STOLLARD, to GEORGE ALOYISUS STALLIARD,

#### FINAL JUDGMENT CHANGING NAME

W. S.

THIS CAUSE having come on for hearing upon the sworn Petition of GEORGE ALOYISUS

STOLLARD for a judgment changing his name to GEORGEALOYISUS STALLIARD and it appearing to the court that said Petitioner is an actual bona fide resident of Broward County, Florida, and the

court being otherwise fully advised in the premises, it is, thereupon, upon consideration thereof,

ORDERED AND ADJUDGED by the court that said Petition be, and the same is, hereby granted, and that the name of GEORGE ALOYISUS STOLLARD, be, and the same is, hereby changed to GEORGEALOYISUS STALLIARD, by which name the said Petitioner shall ever hereafter be known.

DONE AND ORDERED in Chambers at Broward County, Fort Lauderdale, Florida, this 9th day of April, 1992.

Dais J. V. Jas