Paul Abbatinozzi
Abbapv@yahoo.com
St. Augustine, FL 32092
(904) 669-0098

Dear Monroe County School Board,

I am excited to express my interest in the Superintendent of Schools position for the Monroe County School District. With 35 years of experience in Florida public education, I have had the privilege of serving in St. Johns County in various roles, including classroom teacher-coach, dean, assistant principal, and principal at the alternative, middle, and high school levels. For the past 15 years, I have worked in district administration, and I currently serve as the Associate Superintendent for Student Support Services, supporting 52,000 students, families, and 50 school administrative teams. This includes oversight of multiple district departments that have a profound impact on day-to-day operations.

Throughout my career, I have been dedicated to fostering a high-quality educational environment that prioritizes student success, safety, and well-being. During this time, I have served students representing diverse populations with varied academic levels, exceptionalities, and needs. My leadership has focused on ensuring compliance with safety initiatives, analyzing student data, providing curricular support, and maintaining open communication with parents—including offering crucial assistance to students and families in crisis. Additionally, I have overseen both school-based and district-level budgets, recognizing the importance of resource management in supporting effective education. I am committed to empowering teachers, administrators, and district teams through strong communication and professional development opportunities.

My path to education was somewhat unconventional, beginning with my passion for baseball, which led me to Flagler College. After being selected in the 1988 Major League Baseball Draft, I briefly pursued a professional baseball career. During that time, I worked as a substitute teacher in the off-season, an experience that ultimately ignited my passion for education. Though my time in professional sports was short-lived, the lessons I learned—teamwork, communication, problem-solving, trust, loyalty, hard work, and dedication—have been instrumental in my career as an educational leader.

I strongly align with the Monroe County School District's mission, vision, and core values, and I welcome the opportunity to discuss how my experience and leadership can contribute to the district's continued success. Thank you for your time and consideration. I look forward to the possibility of speaking with you further.

Sincerely,

Paul Abbatinozzi
Associate Superintendent for Student Support Services
St. Johns County School District

Paul Abbatinozzi

904-669-0098 | abbapv@yahoo.com | Saint Augustine, FL 32092

EXECUTIVE SUMMARY

Accomplished school and district administrator in the Florida public education system. Thirty-five years of experience in one of Florida's fastest-growing counties supporting over 52,000 students and families. Dedicated to all students, with an emphasis on school safety, academic, career and technical, arts, and interscholastic success. An exemplary problem solver and communicator providing support for teachers and administrators. Focused on building strong partnerships by engaging parents and the community in the educational process.

SKILLS

- Dedicated, loyal, trustworthy
- Exemplary instructional and operational leadership skills
- Knowledge of best practices for school, facility, and district operations
- Budget management, school-based and district departments
- Team collaboration, relationship-building and multi-agency partnerships
- Excellent communication skills and media relations
- Proficient in school board rules, Florida school law and IDEA requirements
- Crisis intervention and managing difficult situations
- School safety, compliance, and legislation
- Experienced in emergency operations and shelter management
- Proficient in Open Enrollment and School Choice legislative requirements

EXPERIENCE

Associate Superintendent for Student Support Services
St. Johns County School District, (July 2023 - Current)

- Leadership and support provided to 47 public school administrative teams, 3 charters, 52,000 students and families
- Supervise, lead, and collaborate with the Health Services, School Services and Athletics, Student Services, Guidance and Choice, School Safety and Threat Management departments
- Superintendent's Executive Cabinet
- Student Support and Academic Leadership Team (SALT)
- School Operations Team
- Strategic Planning Team
- District Bargaining Team
- Sales Tax and Millage Referendum Team
- Youth Resource Deputy contract management
- Mental Health Assistance Allocation plan management
- Safe Schools Allocation plan management

Director/Sr. Director for School Services, Athletics and Safety
St. Johns County School District, (2010 - 2023)

- Superintendent's Executive Cabinet
- Oversight and support for principals with all K-12 discipline and parent concerns
- Oversight and support with truancy, bullying and harassment, and SESIR state reporting
- District Discipline Committee Chair
- Student Code of Conduct development
- Youth Resource Deputy liaison and contract manager
- County Athletic Director overseeing eight Florida High School Athletic Association member high schools
- Student Hardship Transfer Committee oversight
- Department Juvenile Justice contract manager
- School Safety compliance and implementation of district standards
- Safe Schools Allocation plan management

Principal, Creekside High School,
St. Johns County School District, (2007- 2010)

- Collaborated with Curriculum, Operations, Human Resources, Finance, Purchasing, Community Relations, Budget, and Parent committees as selected principal to open new high school
- Instructional leader, 9-12 general, advanced, and exceptional student education
- Monitor student academic performance and data for all sub-groups
- Master schedule development
- Operations, capital, and additional funds budget management
- School Improvement Plan development
- Hiring and evaluating administrative, instructional, and non-instructional staff
- Build parent and community relationships
- Developed and implemented school policies and procedures

Director for School Services
St. Johns County Schools District, (2005 - 2007)

- District Discipline Committee Chair
- Student Code of Conduct development
- Student Hardship Transfer Committee oversight
- Oversight and support for principals with all K-12 discipline and parent concerns

Principal, Sebastian Middle School
St. Johns County School District, (2002 - 2005)

- Instructional leader, 6-8 general, advanced, and exceptional student education
- Monitor student academic performance and data for all sub-groups
- Master schedule development

- Operations, capital, and additional funds budget management
- School Improvement Plan development
- Hiring and evaluating administrative, instructional, and non-instructional staff
- Build parent and community relationships
- Developed and implemented school policies and procedures

Principal, Gaines Alternative School and Department Juvenile Justice Sites
St. Johns County School District, (1998 - 2002)

- Instructional leader, 6-12 general, advanced, and exceptional student education
- Master schedule development
- Operations and capital budget management
- School Improvement Plan development
- Hiring and evaluating administrative, instructional, and non-instructional staff
- Build parent and community relationships
- Developed and implemented school policies and procedures
- Coordinate with all secondary schools for student transfers

Additional Experience

Assistant Principal, Gaines Alternative School/ Switzerland Pt. Middle School,
St. Johns County School District, (1996 - 1998)

Dean of Students, Gaines Alternative School
St. Johns County School District, (1995 - 1996)

Science Teacher, Gamble Rogers Middle School - Murray Middle School
St. Johns County School District, (1990 - 1995)

EDUCATION

Master of Science Education, Florida State University, (1995)
Educational Leadership Certification, University North Florida, (1997)
Bachelor of Arts Recreational Management, Flagler College, (1989)

Certifications and Training

State of Florida Department of Education

- School Principal, All levels (2027)
- Educational Leadership, All levels (2027)
- General Science 5-9 (2027)

Preventing Targeted School Violence (2019)
Marjory Stoneman Douglas Public Safety Commissions Findings and Best Practices (2019)
FEMA IS-0036.a Planning for the Needs of Children in Disasters (2019)

FEMA IS-00100.b Introduction to Incident Command System (2016)

Leadership

Pursuing Victory With Honor district presenter
Phase 1/Phase 2 new administrator training presenter
Managing Difficult Conversations district presenter
Dean of Students professional development
Len Mattiace Foundation guest speaker

Awards and Recognitions

Dr. Joseph Joyner Sportsmanship Award
St. Johns County School District, Marjorie Davidson Individual Service Award

Tim Forson
Superintendent of Schools

40 Orange Street
St. Augustine, Florida 32084
(904) 547-7500
www.stjohns.k12.fl.us

SCHOOL BOARD

Beverly Slough
District 1

Anthony E. Coleman Sr.
District 2

Jennifer Collins
District 3

Kelly Barrera
District 4

Patrick Canan
District 5

March 17, 2025

Dear Monroe County School Board:

I would like to take this opportunity to recommend Mr. Paul Abbatinozzi as an outstanding candidate for the position of Superintendent of Monroe County School District. I have known and worked with Mr. Abbatinozzi directly or indirectly since 1990, the year he first became employed at St. Johns County School District.

Mr. Abbatinozzi is a valued leader in St. Johns County School District having served as a teacher-coach, school-based administrator, and currently as the Associate Superintendent of School Support Services. He has served as principal at the middle and high school levels and led our alternative school program. In his present position, he leads several departments that play a vital role in the success of students and their families.

I have never known anyone with the critical decision-making and communication skills that Mr. Abbatinozzi possesses. He takes on the most volatile student and parent situations in the district and consistently resolves them with firmness, grace, and a plan for student success. Additionally, he has led the ongoing review of our Student Code of Conduct and been a trainer of deans, assistant principals, and principals to best meet the needs of the schools.

In his current role, Mr. Abbatinozzi supervises the Health Services department, the Guidance and Choice department, the Student Services department, the School Safety department, and the school athletic departments. He has become the go-to person principals first connect with when dealing with challenging circumstances.

While Paul works on the day-to-day operations of schools, he also has a vision for the continuous need for improvement and growth in our system. He leads one area of our five-prong SJCSD Strategic Plan, Student Voice. He understands the vital demand for collaborative leadership in today's public education environment and promotes student ownership of learning.

Paul is a key member of the St. Johns County School District Executive Leadership Team and works closely with the other departments in our system. He is well respected in the community and has built a positive relationship with each school board member. For the reasons I have shared, I highly recommend Mr. Paul Abbatinozzi for the position of school superintendent.

Sincerely,

Tim Forson

Tim Forson
Superintendent of Schools

/gcf

Joseph G. Joyner EdD

Dear Selection Committee,

I have been asked to write a letter of recommendation for Paul Abbatinozzi in his pursuit of the superintendent position in Monroe County, and it is my honor and pleasure to do so. I have known Paul since being appointed as superintendent of schools in St. Johns County in 2003. He worked under my direct supervision for those fourteen years in various roles from principal to associate superintendent. In my 45 years in education, Paul Abbatinozzi rates as one of the finest leaders I have worked with.

Mr. Abbatinozzi's instructional leadership was on display in his role as a middle and high school principal. His success at Creekside High School ranked at the top of a district that consistently performed at the very top of the state in academic achievement. His input as a cabinet member demonstrated an innate knowledge and understanding of the accountability system in Florida and he consistently strove to improve academic achievement in the district

Paul's various roles in student services have given him an excellent background in thoughtful decision making. I have never worked with an individual more committed to student safety and to creating an environment conducive to teaching and learning. He readily adapted to legislative mandates, always making decisions in the best interest of the students in our district. Paul demonstrated his commitment to strong character by implementing our "Victory With Honor" initiative in our athletic program. Mr. Abbatinozzi is not afraid to make a hard decision when necessary and avoided favoritism, even in difficult situations.

Paul Abbatinozzi is an excellent communicator. Partly due to the nature of his position but mostly due to his excellent skill, Paul became the default communicator for our district, both

with parents and the media. I completely trusted his ability to communicate the position of the board and superintendent in all areas of the operation. In times of crisis, Paul was superior in his assessment, communication and decision making. When facing a difficult situation, he was my first call for wisdom and council.

Mr. Abbatinozzi is extremely loyal to the board and superintendent. He is a constant support to our principals, who often seek out his advice. His character and integrity in his role are unquestioned, as is his fierce defense and support of St. Johns District Schools.

I have a great deal of respect and admiration for both the successes and challenges facing Monroe County and have enjoyed my interactions with your previous superintendents. I believe Paul Abbatinozzi has the skills and attributes to lead your district to even further excellence. He receives my highest recommendation.

Sincerely,

Joseph G. Joyner

Superintendent of Schools-St. Johns County 2003-2017

Tim Forson
Superintendent of Schools

40 Orange Street
St. Augustine, Florida 32084
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SCHOOL BOARD

Beverly Slough
District 1

Anthony E. Coleman Sr.
District 2

Jennifer Collins
District 3

Kelly Barrera
District 4

Linda Thomson
District 5

March 20, 2025

Dear School Board Members,

I am pleased to write and offer my recommendation of Paul Abbatinozzi for the position of Superintendent of Monroe County Schools.

I have had the distinct pleasure of working with Mr. Abbatinozzi during my tenure as a school board member over the last 10 years. During that time, Mr. Abbatinozzi has demonstrated exceptional leadership, operational skills, interpersonal skills, and a strong commitment to the success of our students and school district. Mr. Abbatinozzi will be an excellent Superintendent of Schools, as he possesses the knowledge, skills, experience and ability to lead Monroe County School District to new heights.

Over the years, he has faced a variety of challenges, nurtured positive stakeholder relationships, improved processes, and initiated and implemented new initiatives that have benefited our students and improved outcomes. I have observed him adeptly resolving complex situations, utilizing creativity, insight, diplomacy and sound judgment. His extensive experience in instruction, operations and community engagement is beyond reproach.

While each of these attributes and skills are highly desirable, I believe what truly makes Mr. Abbatinozzi stand out is his ability to exercise a growth mindset and always seek a positive solution to challenges, keep an open mind in every situation and seek continuous improvement for students and our school district. He continues to look for ways to enhance students' experiences long after a problem is solved, or policy or program implemented. Mr. Abbatinozzi is masterful at handling complex and uncomfortable situations with parents and students. He has an innate ability to engage in respectful and constructive dialogue when necessary. He is consistent in his approach to situations and processes used throughout the district.

Mr. Abbatinozzi has demonstrated exceptional governance when it comes to school safety. His proactive and forward-thinking approach has positioned our district at the forefront of safety enhancements and the implementation of new initiatives. His commitment to ensuring the well-being of our students and staff is unwavering.

He has been one of the most highly regarded members of leadership for the school board because of the skills, experience, intellect, and compassion he demonstrates. He is a leader among leaders. District administrators, school leaders, and those that have worked with and

for Mr. Abbatinozzi also respect his exceptional leadership, vision, judgement, and unwavering commitment.

It is without reservation that I wholeheartedly recommend Mr. Abbatinozzi for the role of Superintendent. He will be an exceptional leader to all the stakeholders of the Monroe County School District and the community. Please feel free to reach out to me directly if I can answer any further questions at 904-472-6936.

Sincerely,

Kelly Barrera

The Florida State University

TALLAHASSEE, FLORIDA 32306-1011

PERMANENT ACADEMIC RECORD

Student is in good standing and is eligible to return unless otherwise stated. This transcript is not official unless it bears the embossed seal of the University.

PAGE NUMBER	DATE PRINTED	SEM/QTR	STUDENT NAME LAST	FIRST	MIDDLE	STUDENT ID NUMBER
01	SEP 07,1995	SEM	ABBATINOZZI	PAUL	V	
SEX	DATE OF BIRTH	MATRICULATION DATE	RES	ADDRESS	CITY	STATE
M	04/10/66	SUM 1993	N	4113 PINE RUN CIR	SAINT AUGUSTINE	FL

HIGH SCHOOL ADM. / TRANSFER ADM. / OTHER ADM. (X)

HIGH SCHOOL LAST ATTENDED — CITY — STATE — DATE H.S. GRADUATION

CLAST 09/86 SAT SAT ACT ACT ACT ACT ACT GRE GRE GRE GRE
MAT WRI RDG ESS VER MAT ENG MAT REA SCI COM VER MAT ADV COD
284 271 272 05 400 420

COURSE TITLE	CT	COURSE PREFIX NUMBER	GRADE	SEM/QTR HRS ATTEMPTED	SEM/QTR HRS PASSED	SEM/QTR HRS FOR G.P.A.	QTY PTS FOR G.P.A.
********** ALL CREDIT ON THIS RECORD REFLECTED IN SEMESTER HOURS **********							
********** ********** OFFICIAL TRANSCRIPT **********							
RECEIVED BACHELOR OF ARTS 04/29/89							
FLAGLER COLLEGE/FL							
FLORIDA STATE UNIVERSITY							
*** SUMMER TERM 1993 CLS 7 DIV SP MAJOR 920002 INST 001489							
CHM RES:SCI,TECH,SOC	P	CHM5910	A	3.00	3.00	3.00	12.00
CNCPT LNG MIDDLE SCI	P	SCE5625	A	1.00	1.00	1.00	4.00
PRB TCH SEC SCH SCI	P	SCE5635	A	3.00	3.00	3.00	12.00
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ADMITTED TO GRADUATE STANDING 06/94							
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IMP LOC SCI ED REF		SCE5905	S	2.00	2.00		
DIS/SCIENCE RSCH		SCE5905	S	3.00	3.00		
RSH CURNT ISS SCI ED		SCE6761	A	3.00	3.00	3.00	12.00
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FLORIDA STATE UNIVERSITY							
*** SUMMER TERM 1995 CLS 5 DIV ED MAJOR 220204 INST 001489							
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TCHG SEC SCH SCIENCE		SCE5635	A	3.00	3.00	3.00	12.00
COLLOQUIUM		SCE5920	S	1.00	1.00		
MASTERS COMP EXAM		SCE8966	P				
				9.00	9.00	8.00	29.00
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MASTER OF SCIENCE							
AUGUST 15,1995							
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MAJOR: SCIENCE EDUCATION							

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* END OF ACADEMIC TRANSCRIPT * MAY NOT BE RELEASED *
* TO THIRD PARTY WITHOUT STUDENT PERMISSION *

RECEIVED SEP 14 1995

SEP - 8 1995

Maxwell Conaway Jr.
UNIVERSITY REGISTRAR

State of Florida Department of Education

EDUCATOR CERTIFICATE

This Certifies That

PAUL VINCENT ABBATINOZZI

Has satisfactorily completed all requirements of Florida Statutes and State Board of Education Rules for the coverages or endorsements listed below:

PROFESSIONAL	SCHOOL PRINCIPAL	ALL LEVELS	07/01/2012 - 06/30/2027
PROFESSIONAL	GENERAL SCIENCE	GRADES 5-9	07/01/2012 - 06/30/2027
PROFESSIONAL	EDUCATIONAL LEADERSHIP	ALL LEVELS	07/01/2012 - 06/30/2027

Department of Education Number 643204

Paul O. Burns
Deputy Chancellor for Educator Quality

1844236

Richard Corcoran
Commissioner of Education

Issued: June 17, 2022

The Florida State University

College of Education

has conferred upon

Paul Vincent Abbatinozzi

the degree of

Master of Science

in Science Education

with all the rights, honors and privileges thereunto appertaining.
Witness the Seal of the University and the signatures
of its duly authorized officers thereunto affixed.

Given at Tallahassee, Florida, this fifteenth day of August, in the year
one thousand nine hundred and ninety-five.

GOVERNOR OF THE STATE OF FLORIDA

CHAIRMAN OF THE BOARD OF REGENTS

CHANCELLOR, STATE UNIVERSITY SYSTEM

FLORIDA · STATE · UNIVERSITY · 1857

PRESIDENT OF THE UNIVERSITY

DEAN

Emergency Management Institute

FEMA

This Certificate of Achievement is to acknowledge that

PAUL V ABBATINOZZI

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00100.b
Introduction to Incident Command System
ICS-100

Issued this 4th Day of October, 2016

Tony Russell
Superintendent
Emergency Management Institute

0.3 IACET CEU

Emergency Management Institute

FEMA

This Certificate of Achievement is to acknowledge that

PAUL V ABBATINOZZI

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00366.a
Planning for the Needs of Children in Disasters

Issued this 17th Day of June, 2019

0.6 IACET CEU

Michael J. Sharon
Deputy Superintendent
Emergency Management Institute

CERTIFICATE OF TRAINING

Paul Abbatinozzi

HAS SUCCESSFULLY COMPLETED

Preventing Targeted School Violence: Enhancing School Safety-A Threat Assessment Model

4 Hours

February 28, 2019

Jacksonville, FL

SPONSORS

U.S. Attorney's Office, Middle District of Florida

Office of the Sheriff

St Johns County

Marjory Stoneman Douglas High School
Public Safety Commission Findings & Best Practices Training

This is to certify that

Paul Abbatinozzi

has attended 4 hours of training

Instructor Sergeant John Seuss,
MSDPSC Lead Investigator

Wednesday, August 7, 2019
Date

David B. Shoar

David B. Shoar,
Sheriff