

School Board Agenda Item CC-4
September 16, 2015

Executive Summary

Proposed Revised Job Description for the Chief Human Resources & Equity Officer Position

Background: This item is being recommended for School Board adoption to meet requirements for revised job descriptions.

Position Title: Chief Human Resources & Equity Officer

Division/Department: Chief Human Resources & Equity Officer

Category: S Range: \$113,341 - \$185,706 Point Range: 1340 and above

Salary Schedule: 2014-2015 ESMAB Salary Schedule

Recommended Policy Status: Organizational Chart Job Description - **Final** Reading

Rationale: Revisions to the job description for the Chief Human Resources & Equity Officer have been made due to the reporting relationship associated with the organizational structure and the inability to attract and secure qualified candidates for this position. At the May 12, 2015 School Board Workshop, a recommendation was presented to align the salary bands for all direct-report positions to the Superintendent serving on the Superintendent's Cabinet. Direct reports to the Superintendent would be categorized at the level of Salary Band S, thus impacting this position. Although the recommended changes were not included as a part of the recommended 2015-2016 Organizational Chart, it was requested staff reevaluate the recommendation. The Chief Human Resources & Equity Officer position was audited, and revised compensable factors associated with the position warranted the change from Salary Band E to Salary Band S.

The Chief Human Resources & Equity Officer position has been vacant since March 2015. In two cases, highly-qualified candidates were attracted and offered the position. Staff was unable to secure a candidate due to the salary associated with the position.

Prior to the recommendation to the School Board for adoption, the appropriate representatives from the Broward Teachers Union (BTU) and the Educational Support & Management Association of Broward (ESMAB) were provided a copy of the job description for review.

The position is currently vacant.

Cost: There is no additional financial impact to the District.