



THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

2015-2016 ORGANIZATIONAL CHART

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

2015-2016 ORGANIZATIONAL CHART

School Board Appointed Committees & Public Stakeholders	1
Superintendent of Schools/General Counsel	2
Chief School Performance & Accountability Officer	3
Chief Academic Officer	4-7
Early Childhood Education	4
Exceptional Student Education & Support	5
Instruction & Interventions	6
Student Support Initiatives	7
Chief Auditor	8
Chief Facilities Officer	9
Chief Financial Officer	10
Chief Human Resources Officer	11
Chief Information Officer	12
Chief Portfolio Services Officer	13
Chief Public Information Officer	14
Chief of Staff	15
Chief Strategy & Operations Officer	16-17
Business Support Center, Strategy & Continuous Improvement, Grants Administration	16
Food & Nutrition Services, Procurement & Warehousing Services, Student Transportation & Fleet Services	17
Chief Talent Development Officer	18

SCHOOL BOARD APPOINTED COMMITTEES & PUBLIC STAKEHOLDERS

Legend

Funding from sources other than General Funds	New Position Job Description Exists N	Reporting Change from Different Division R
New Position Job Description Does Not Exist N ✓	Job Study on Existing Position J	Alignment Change within same Division A

Funding:

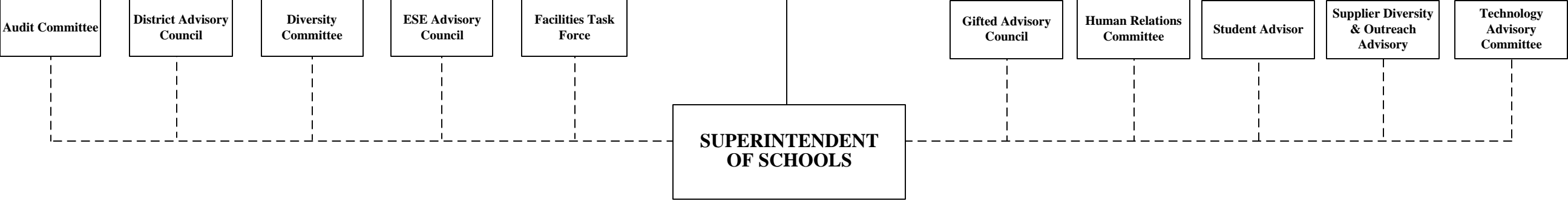
C Capital	FS Food Service	— Direct Report
G General	Gr Grant	- - - Indirect Report

**BROWARD COUNTY
COMMUNITY**

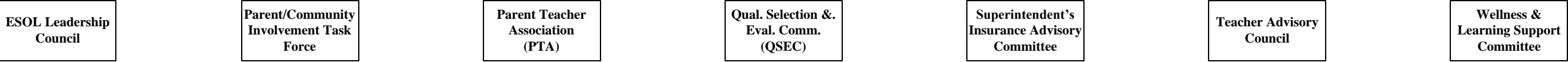
**THE SCHOOL BOARD OF
BROWARD COUNTY, FLORIDA**

School Board Appointed Committees

School Board Appointed Committees



PUBLIC STAKEHOLDERS



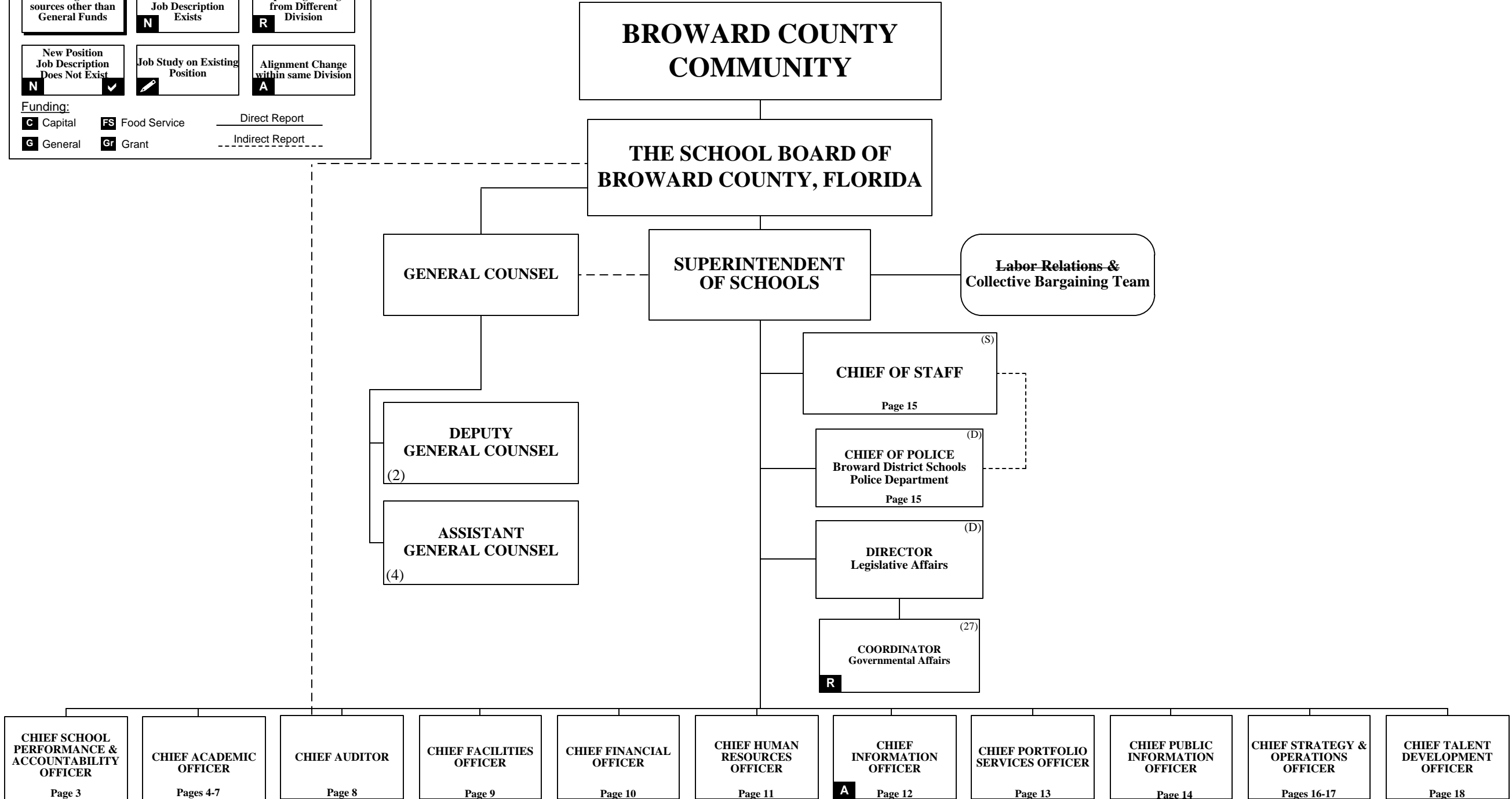
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G General **Gr** Grant - - - - - Indirect Report

SUPERINTENDENT/GENERAL COUNSEL

2015-2016 ORGANIZATIONAL CHART



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**SCHOOL PERFORMANCE & ACCOUNTABILITY
OSPA**

2015-2016 ORGANIZATIONAL CHART

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

SUPERINTENDENT OF SCHOOLS

CHIEF SCHOOL PERFORMANCE & ACCOUNTABILITY OFFICER (S)

DIRECTOR SERVICE QUALITY (D)

DIRECTOR, SCHOOL PERFORMANCE & ACCOUNTABILITY (D)
(11)

PRINCIPALS LEVELS/ZONES

COORDINATOR School Improvement (C)

ASSISTANT DIRECTOR ADMINISTRATION (C)
(3)

PAY BANDS 'S' & 'E'

PAY BAND 'D'

PAY BANDS 'C' & 'B'

Legend

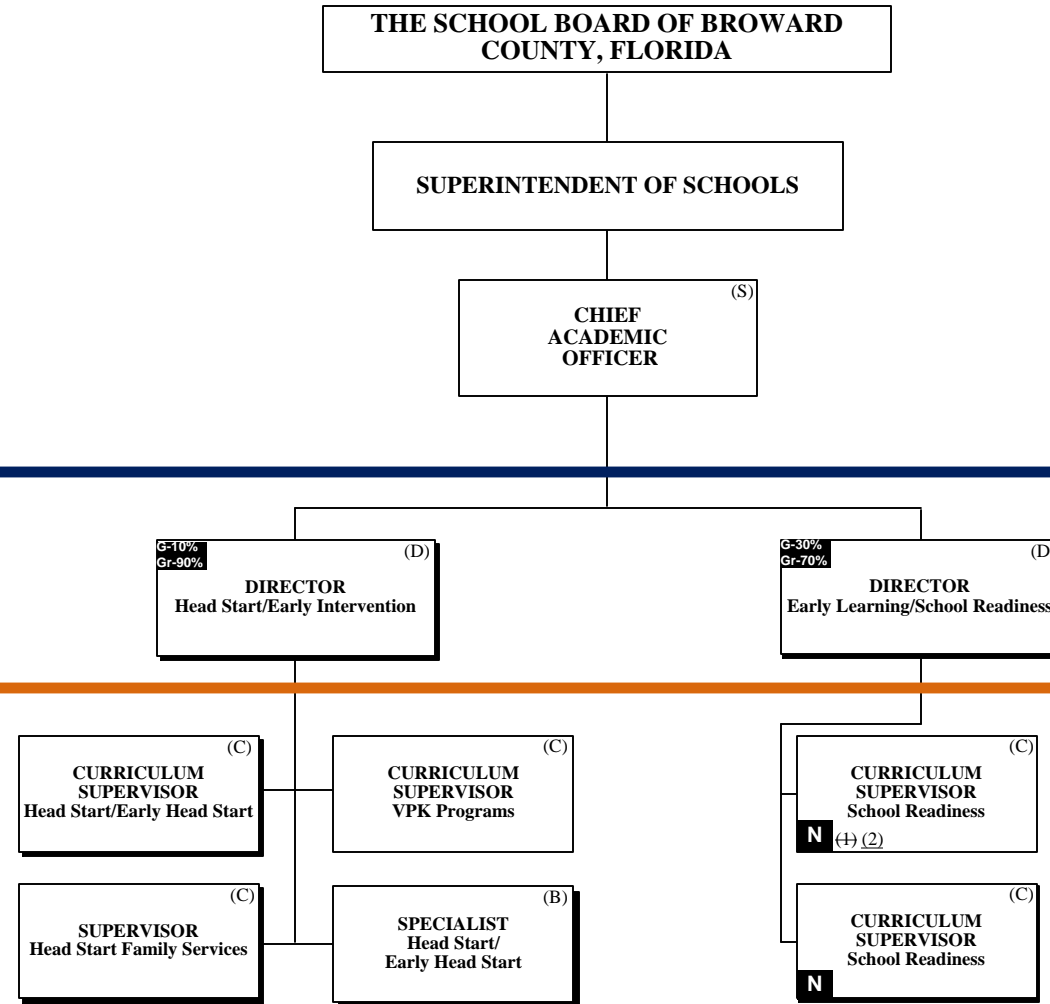
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**ACADEMICS
EARLY CHILDHOOD EDUCATION**

2015-2016 ORGANIZATIONAL CHART



PAY BANDS 'S' & 'E'

PAY BAND 'D'

PAY BANDS 'C' & 'B'

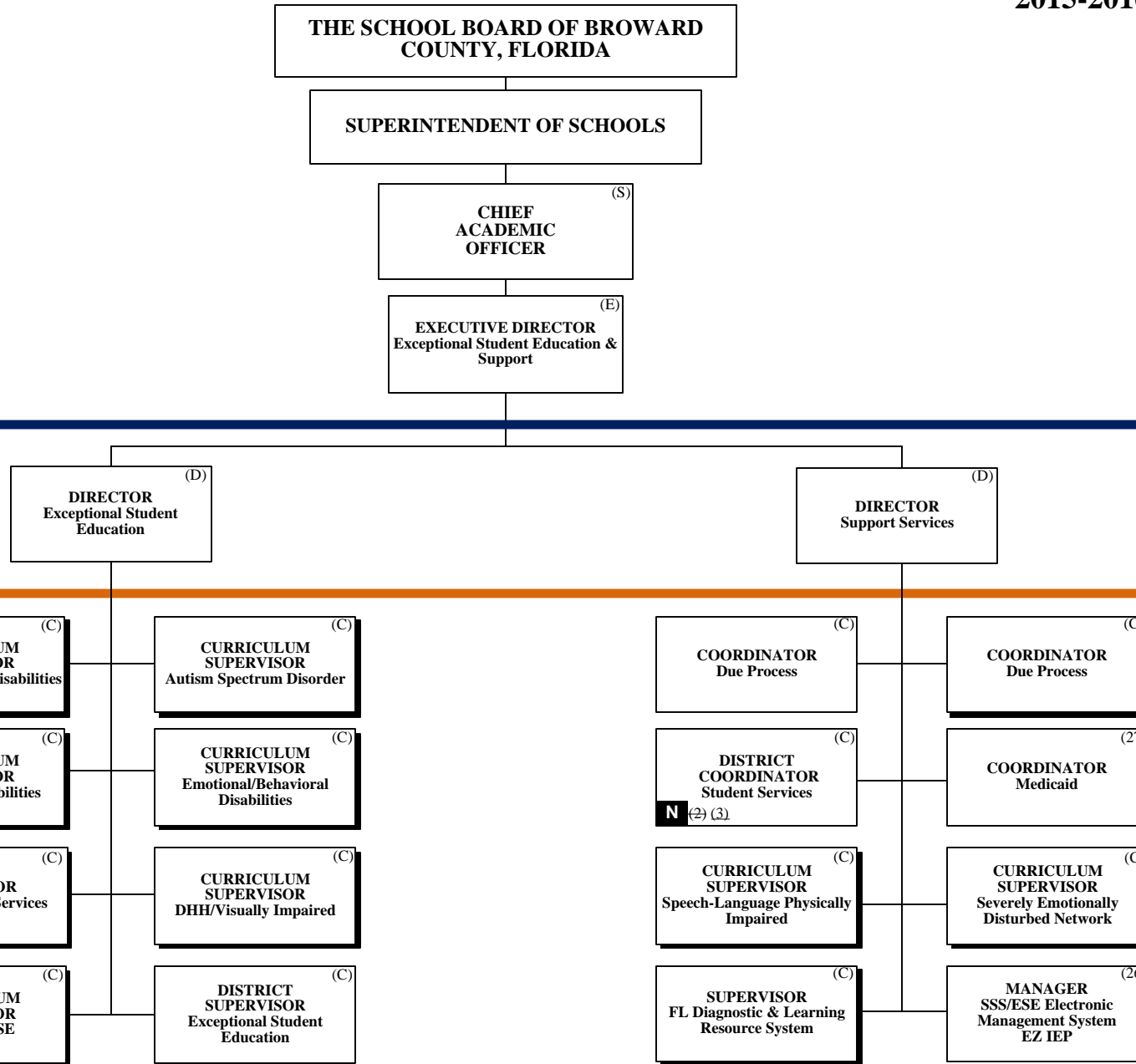
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**ACADEMICS
EXCEPTIONAL STUDENT EDUCATION & SUPPORT**

2015-2016 ORGANIZATIONAL CHART



PAY BANDS 'S' & 'E'

PAY BAND 'D'

PAY BANDS 'C' & 'B'

ACADEMICS INSTRUCTION & INTERVENTIONS

2015-2016 ORGANIZATIONAL CHART

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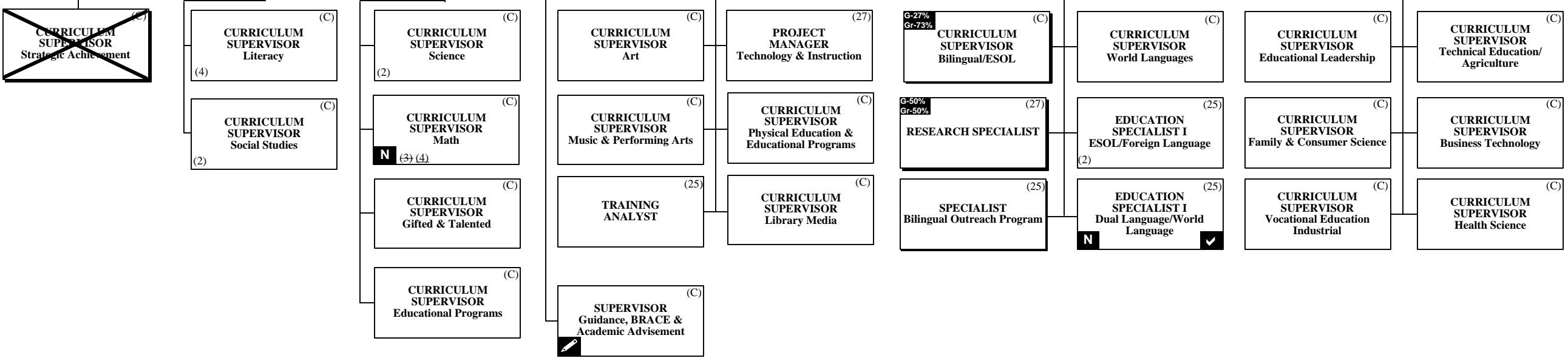
THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

SUPERINTENDENT OF SCHOOLS

CHIEF ACADEMIC OFFICER (S)

EXECUTIVE DIRECTOR Instruction & Interventions (E)

DIRECTOR Strategic Achievement (D)	DIRECTOR Literacy (D)	DIRECTOR Math, Science & Gifted (D)	DIRECTOR Innovative Learning & Arts (D)	DIRECTOR Bilingual/ESOL (D)	DIRECTOR Career, Technical, Adult, Community Education (D)
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PAY BANDS 'S' & 'E'

PAY BAND 'D'

PAY BANDS 'C' & 'B'

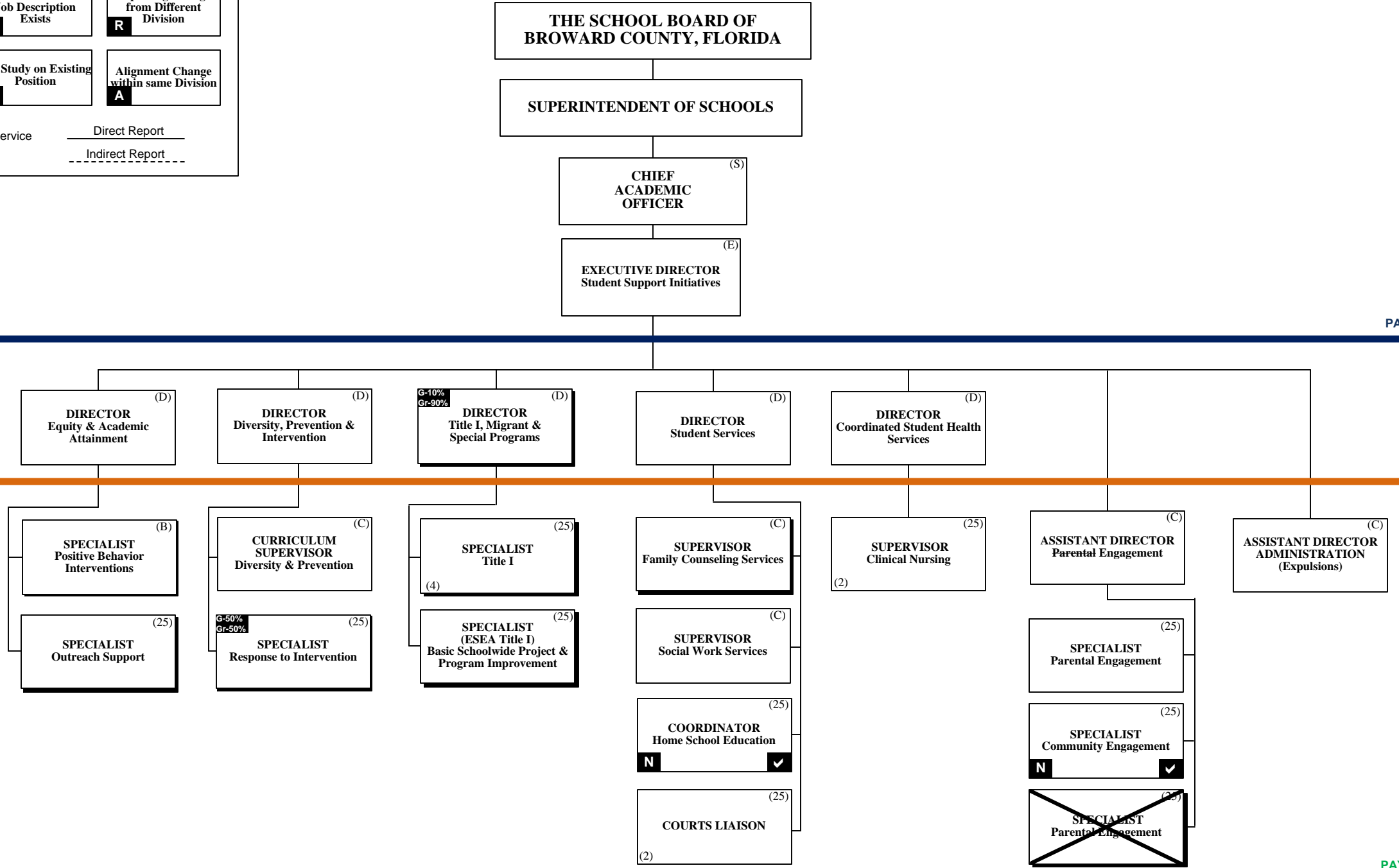
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**ACADEMICS
STUDENT SUPPORT INITIATIVES**

2015-2016 ORGANIZATIONAL CHART



PAY BANDS 'S' & 'E'

PAY BAND 'D'

PAY BANDS 'C' & 'B'

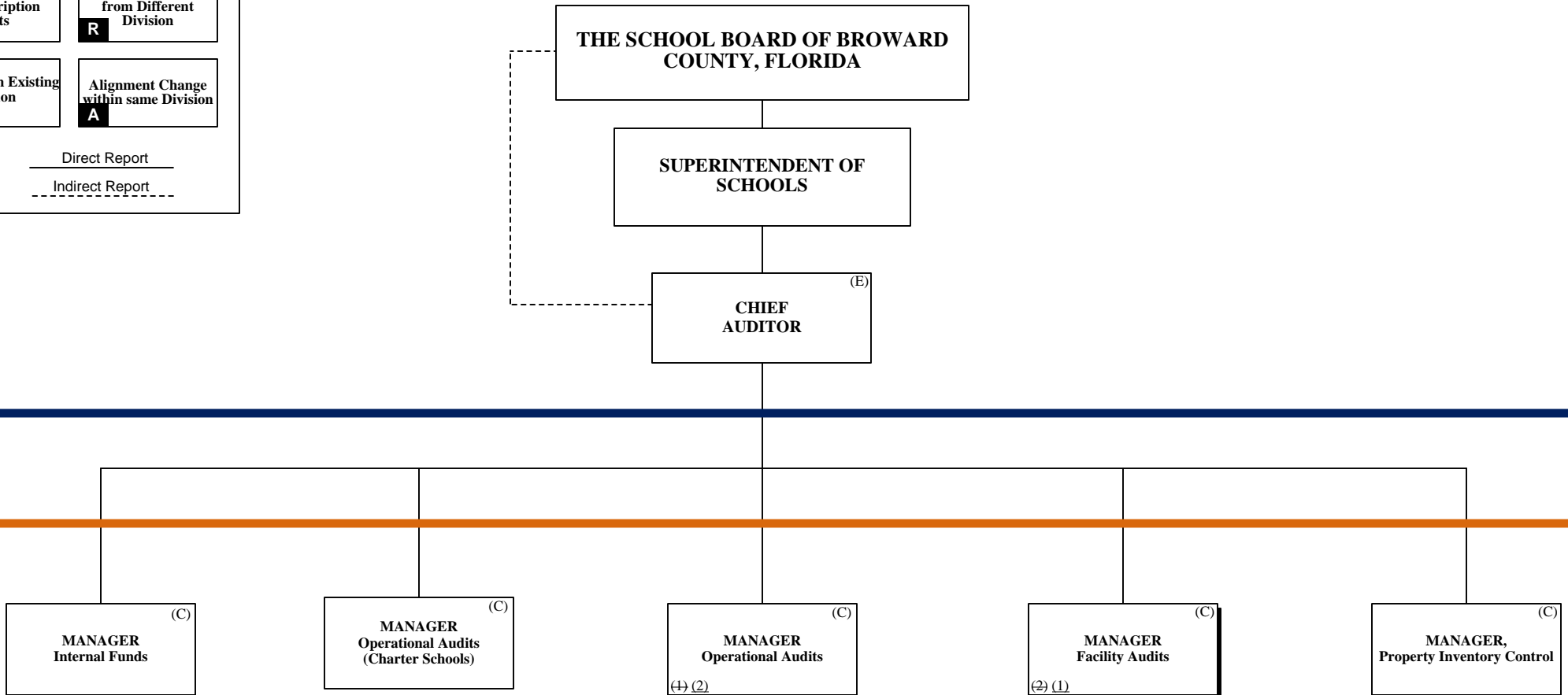
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2015-2016 ORGANIZATIONAL CHART

AUDITOR



PAY BANDS 'S' & 'E'

PAY BAND 'D'

PAY BANDS 'C' & 'B'

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FACILITIES

2015-2016 ORGANIZATIONAL CHART

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

SUPERINTENDENT OF SCHOOLS

CHIEF FACILITIES OFFICER (S)

EXECUTIVE DIRECTOR Capital Programs (E)
N ✓

PAY BANDS 'S' & 'E'

EXECUTIVE DIRECTOR Facilities Design & Pre-Construction (E) (D)
A ✓

DIRECTOR Construction (D)
N ✓

DIRECTOR Program Controls (D)
N ✓

DIRECTOR Maintenance Physical Plant Operations (D)
C-70% G-30%

DIRECTOR Environmental Health Safety (D)
N ✓

PAY BAND 'D'

~~SENIOR PROJECT MANAGER Construction (27)~~

~~COST ESTIMATOR SCHEDULER (26)~~

~~PROJECT MANAGER III (27)~~

MANAGER Mechanical Engineering (C)
N ✓

MANAGER Architectural Engineering (C)
N ✓

MANAGER Electrical Engineering (C)
N ✓

MANAGER ADA Accessibility (C)
N ✓

SPECIALIST ADA Accessibility Projects (25)
A ✓

MANAGER Construction (C)
N ✓

PROJECT MANAGER III (27)
A ✓

MANAGER Construction (C)
N ✓

PROJECT MANAGER III (27)
A ✓

MANAGER Commissioning (C)
N ✓

MANAGER Contract Administration (27)
N ✓

MANAGER Database Administration (27)
N ✓

COORDINATOR Performance Improvement (B)
A ✓

MANAGER Facilities Support Services (C)

PROJECT MANAGER III (27)
A (2)

SUPERVISOR Work Flow/Labor Utilization (25)
C-55% G-45%

SUPERVISOR Planning & Scheduling (25)
C-55% G-45%

AREA MANAGER Trades Zone 1 (C)

AREA MANAGER Trades Zone 2 (C)
C-70% G-30%

TRADE SUPERVISOR (25)
(9)

AREA MANAGER Trades Zone 3 (C)
C-70% G-30%

AREA MANAGER Trades District (C)
C-70% G-30%

MANAGER Custodial/Grounds (C)
C-55% G-45%

MANAGER Grounds (26)
C-55% G-45%

MANAGER Environmental Conservation/Utility Management (27)
A ✓

SPECIALIST IV Building Control (25)
A ✓

COORDINATOR Health & Safety (B)
N ✓

SPECIALIST Safety Training (25)
N ✓

COORDINATOR Local Education Agency (LEA) (C)
R ✓

PROJECT MANAGER II (26)
R ✓

PROJECT MANAGER I (25)
R ✓

ESMAB PAY BANDS 'C' & 'B'
TSP PAY GRADES 25-28

Legend

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FINANCIAL MANAGEMENT

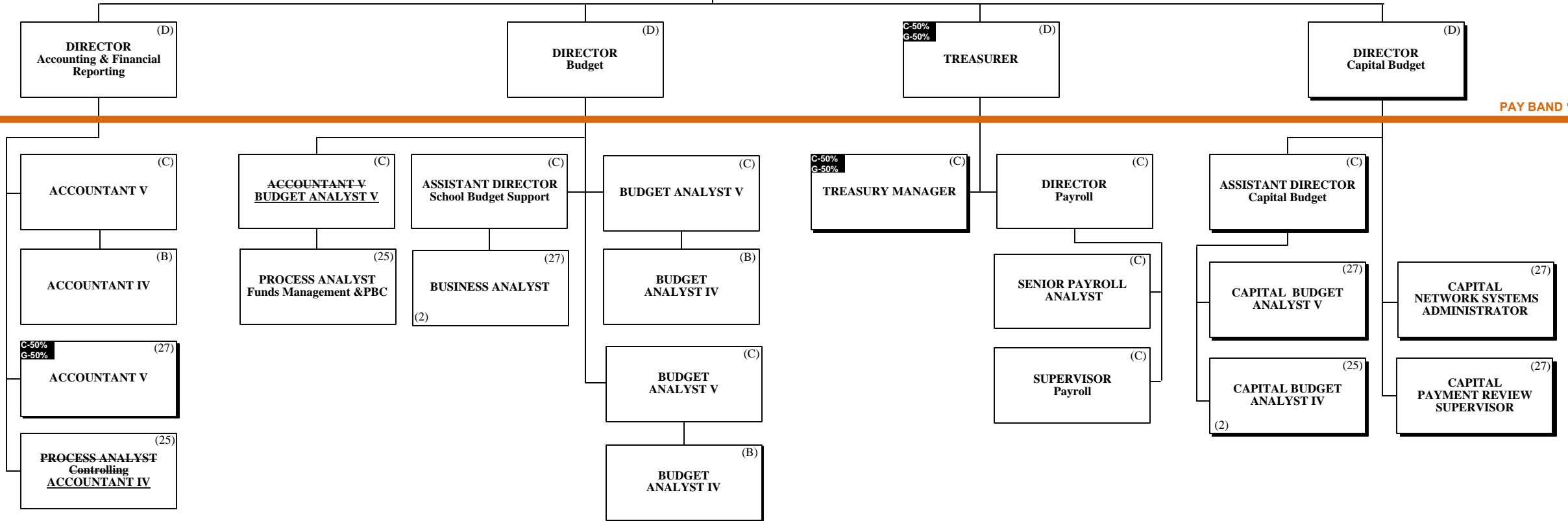
2015-2016 ORGANIZATIONAL CHART

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

SUPERINTENDENT OF SCHOOLS

C-20%
C-80%
CHIEF FINANCIAL OFFICER (CFO) (S)

PAY BANDS 'S' & 'E'



PAY BAND 'D'

ESMAB PAY BANDS 'C' & 'B'
TSP PAY GRADES 25-28

Legend

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HUMAN RESOURCES

2015-2016 ORGANIZATIONAL CHART

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

SUPERINTENDENT OF SCHOOLS

Collective Bargaining Team

CHIEF HUMAN RESOURCES OFFICER (E)

SUPERINTENDENT'S ADMINISTRATIVE COUNSEL

DIRECTOR (D)
EEO/ADA Compliance

DIRECTOR (D)
Benefits & Employment Services

DIRECTOR (D)
Talent Acquisition & Operations (Non-Instructional)

DIRECTOR (D)
Talent Acquisition & Operations (Instructional)

DIRECTOR (D)
Compensation & HR Information Systems

DIRECTOR (D)
Employee & Labor Relations
A

PAY BANDS 'S' & 'E'

BENEFITS ACCOUNTANT (C)

ADMINISTRATOR (B)
Employee Assistance Program

SPECIALIST (25)
HR Information Systems Benefits

SUPERVISOR (C)
Personnel Records

HUMAN RESOURCES (25)
ADMINISTRATOR IV (TSA/Retirement)

MANAGER (C)
Certification/Incentives

SPECIALIST (25)
HR Information Systems

SPECIALIST (25)
HR Information Systems
A (2)

MANAGER (C)
Employee & Labor Relations

SPECIALIST (C)
Employee & Labor Relations
(3)

PAY BAND 'D'

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INFORMATION & TECHNOLOGY

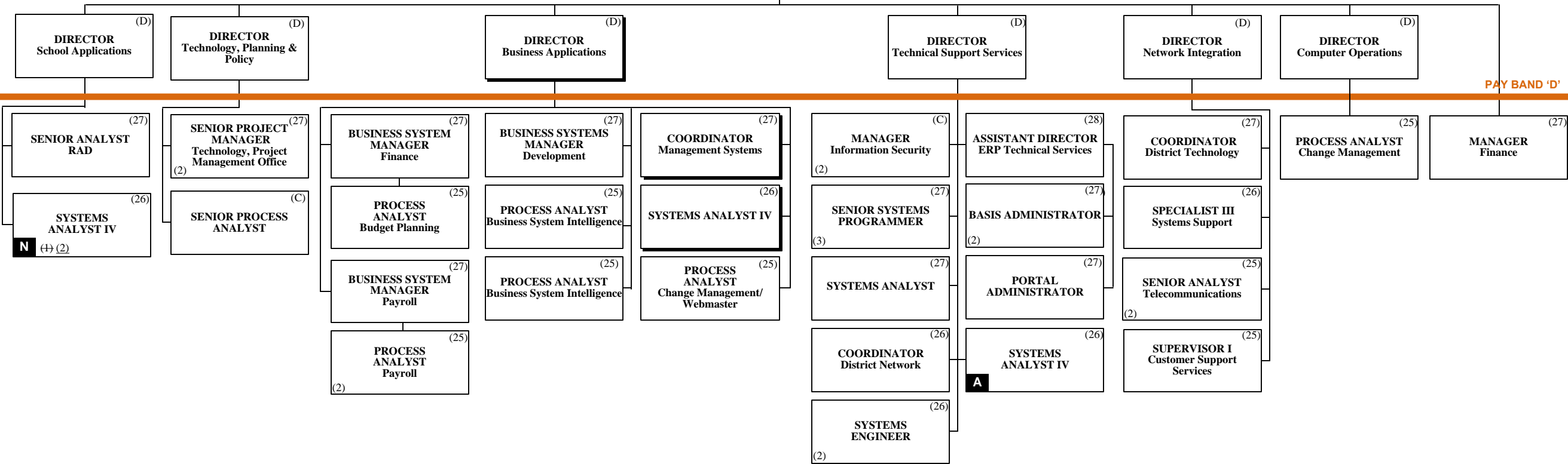
2015-2016 ORGANIZATIONAL CHART

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

SUPERINTENDENT OF SCHOOLS

CHIEF INFORMATION OFFICER (S)
A

PAY BANDS 'S' & 'E'



PAY BAND 'D'

ESMAB PAY BANDS 'C' & 'B'
TSP PAY GRADES 25-28

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PORTFOLIO SERVICES

2015-2016 ORGANIZATIONAL CHART

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

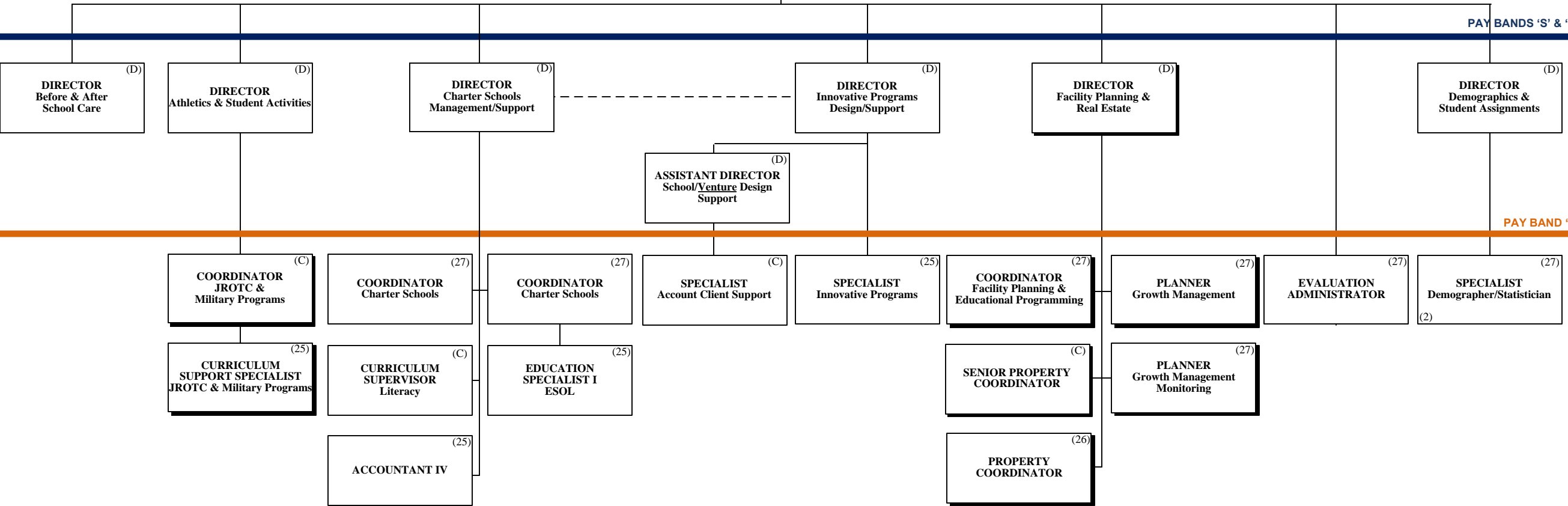
SUPERINTENDENT OF SCHOOLS

CHIEF PORTFOLIO SERVICES OFFICER (E)

PAY BANDS 'S' & 'E'

PAY BAND 'D'

ESMAB PAY BANDS 'C' & 'B'
TSP PAY GRADES 25-28



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PUBLIC INFORMATION OFFICER

2015-2016 ORGANIZATIONAL CHART

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

SUPERINTENDENT OF SCHOOLS

CHIEF PUBLIC INFORMATION OFFICER (E)

PAY BANDS 'S' & 'E'

DIRECTOR/ GENERAL MANAGER Broward Educational Communication Network (BECON) (D)

DIRECTOR Marketing & Communications (D)

PAY BAND 'D'

BECON STATION MANAGER (28)

MANAGER II Engineering (26)

MANAGER of GRAPHICS (26)

COORDINATOR District Community Engagement Relations (27)

COORDINATOR BECON Public Relations & Fundraising (26)

MANAGER II Production (26)

SPECIALIST Public Affairs (25)
(2)

MANAGER Integrated Marketing Communication & Social Media (B)

MANAGER II School Services (B)

CURATOR Old Dillard Museum (25)

ESMAB PAY BANDS 'C' & 'B'
TSP PAY GRADES 25-28

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G General

Direct Report: _____
 Indirect Report: - - - - -

CHIEF OF STAFF

2015-2016 ORGANIZATIONAL CHART

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

SUPERINTENDENT OF SCHOOLS

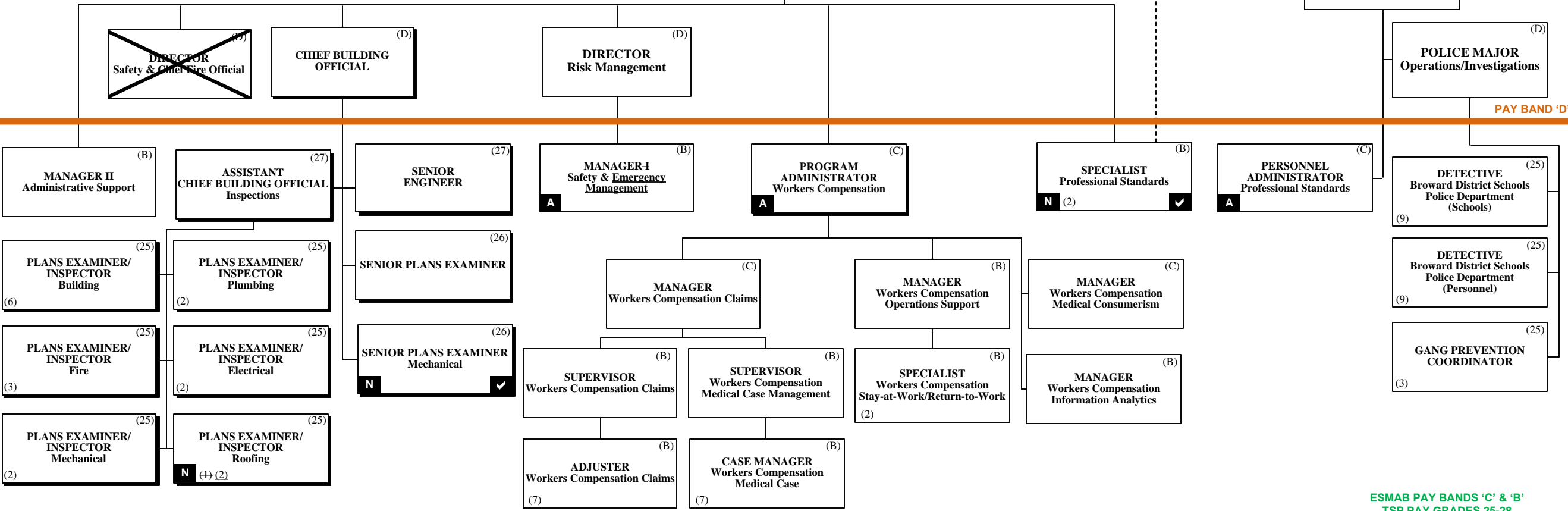
CHIEF OF STAFF (S)

CHIEF OF POLICE (D)
Broward District Schools Police Department

PAY BANDS 'S' & 'E'

PAY BAND 'D'

ESMAB PAY BANDS 'C' & 'B'
TSP PAY GRADES 25-28



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STRATEGY & OPERATIONS

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

2015-2016 ORGANIZATIONAL CHART

SUPERINTENDENT OF SCHOOLS

CHIEF STRATEGY & OPERATIONS OFFICER (S)

EXECUTIVE DIRECTOR (E)
Strategy & Continuous Improvement

DIRECTOR (D)
Business Support Center

DIRECTOR (D)
Student Assessment & Research

DIRECTOR (D)
Performance Management

PRESIDENT/CEO (D)
Broward Education Foundation

DIRECTOR (D)
Grants Administration

PAY BANDS 'S' & 'E'

PAY BAND 'D'

MANAGER (27)
Budget

BUSINESS ANALYST (27)

SYSTEMS ANALYST IV (26)

SUPERVISOR I (26)
Printing Services

EVALUATION ADMINISTRATOR (27)

SPECIALIST Testing (25)
(2)

RESEARCH SPECIALIST (27)
(2) (1)

RESEARCH SPECIALIST (27)
(2)

COORDINATOR (C)
Performance Management
(2)

COORDINATOR (C)
Partners in Education

GRANTS ADMINISTRATOR (25)
Accountability & Reporting

SENIOR MANAGER (C)
Grant Programs

MANAGER (26)
Grant Programs Oversight
N (+) (2)

ESMAB PAY BANDS 'C' & 'B'
TSP PAY GRADES 25-28

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STRATEGY & OPERATIONS

2015-2016 ORGANIZATIONAL CHART

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

SUPERINTENDENT OF SCHOOLS

CHIEF STRATEGY & OPERATIONS OFFICER (S)

PAY BANDS 'S' & 'E'

DIRECTOR (D)
Food & Nutrition Services

DIRECTOR (D)
Procurement & Warehousing Services

DIRECTOR (D)
Student Transportation & Fleet Services

PAY BAND 'D'

ASSISTANT DIRECTOR (C)
Food & Nutrition Services

COORDINATOR (C)
Food & Nutrition Services

MANAGER (C)
Strategic Sourcing

MANAGER (26)
Operations & Compliance

ASSISTANT DIRECTOR (C)
Transportation Support Services

MANAGER I (C)
Vehicle Maintenance

MANAGER (C)
Transportation Operations

SUPERVISOR (B)
Resource Computer Training

FINANCE MANAGER (C)
Food & Nutrition Services

PURCHASING AGENT IV (25)
Construction

PROCESS ANALYST (25)
Procurement & Warehouse Services (2)

MANAGER II (C)
Transportation Terminal (2)

ACCOUNTANT V (27)

SUPERVISOR (25)
Vehicle Maintenance

MANAGER (C)
Centralized Routing

AREA SUPERVISOR (B)
Food & Nutrition Services (11)

PROGRAM MANAGER (25)
Nutrition, Education & Training

PURCHASING AGENT IV (25)

COORDINATOR (26)
Supplier Diversity & Outreach

SUPERVISOR (25)
Special Needs Transportation

MANAGER I (B)
Transportation Terminal (2)

DATA ANALYST (25)
Transportation

AREA SUPERVISOR (B)
Special Programs Food & Nutrition Services

PURCHASING AGENT (25)
Food Service Equipment & Supplies

MANAGER (B)
Warehouse Services

ESMAB PAY BANDS 'C' & 'B'
TSP PAY GRADES 25-28

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TALENT DEVELOPMENT

2015-2016 ORGANIZATIONAL CHART

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

SUPERINTENDENT OF SCHOOLS

CHIEF TALENT DEVELOPMENT OFFICER (E)

PAY BANDS 'S' & 'E'

~~DIRECTOR Performance Evaluations & Teacher Incentive Fund~~ (E)

G-92% Gr-8%
DIRECTOR Employee Evaluations (D)
A

DIRECTOR Leadership Development (D)

DIRECTOR Professional Development Standards & Support (D)

DIRECTOR Teacher Professional Learning & Growth Development (D)

DIRECTOR Coaching & Induction (D)
N ✓

PAY BAND 'D'

COORDINATOR Evaluation (C)
 (3)

RESEARCH SPECIALIST (27)
A

~~CURRICULUM SPECIALIST Educational Programs~~ (C)

COORDINATOR Leadership Development (C)
N ✓

COORDINATOR Leadership Development (C)
N ✓

SUPERVISOR Leadership Development (C)

COORDINATOR Non-Instructional Development (27)

RESEARCH SPECIALIST (27)

PROCESS ANALYST Professional Development (25)

~~COORDINATOR Quality Support~~ (C)

G-77% Gr-23%
SUPERVISOR Professional Development Standards & Support (C)

SUPERVISOR Professional Development Standards & Support (C)
N

SUPERVISOR Teacher Professional Learning & Growth Development (C)
N (+) (2)

COORDINATOR Teacher Support (27)

PRINCIPAL COACH (BPAA)
N ✓

SUPERVISOR Coaching & Induction (C)
N (2) ✓

ESMAB PAY BANDS 'C' & 'B'
 TSP PAY GRADES 25-28