

School Board Agenda Item CC-2

May 22, 2018

Executive Summary

The School Board of Broward County, Florida, 2018 - 2019 Organizational Chart Job Descriptions

The Superintendent makes recommended changes to the Organizational Chart, with the intent to better position the District in executing its priorities and achieving the Strategic Plan Goals. The following job description identified through changes to the 2018 - 2019 Superintendent's Organizational Chart for the **Division of Student Support Initiatives** is being submitted for School Board approval.

Division/Department: Division of Student Support Initiatives

Recommended Policy Status: First Reading

Student Support Initiatives, Page 8 of the 2018 – 2019 Organizational Chart			
Job Code	Job Description – Title	Salary Band / Grade	Salary Range
E-143	Executive Director <u>Chief</u> , Student Support Initiatives	ESMAB E <u>S</u>	\$104,836 – \$174,870 <u>\$119,889 - \$201,345</u>

~~Executive Director~~ Chief, Student Support

Rationale: The job description for the Executive Director, Student Support Initiatives, is being revised to reflect the proposed job title change and position upgrade as outlined via the 2018-19 Organizational Chart, and to ensure performance responsibilities and job qualifications reflect the work required of the job. This is a critical position that is responsible for providing leadership in the ongoing development and delivery of student support services, including providing assistance to schools in the areas of positive behavior and climate planning, prevention, intervention support for physical and social-emotional health. The job description revisions include an upgrade in job title to reflect Chief, Student Support Initiatives, a change in the reporting relationship, and edits to existing performance responsibilities. An evaluation of the job description was conducted and an increase in pay band is recommended. **There is one Board approved position associated with this job description that is currently staffed.**

Cost: The revision of the Executive Director, Student Support Initiatives job description, represents no additional financial impact to the District. The cost associated with increasing the pay band is estimated at \$24,273, which is inclusive of fringe (18% variable + \$8,088 fixed). This position is funded through the General Fund Balance.

As part of the process to create and edit job descriptions, Compensation provides the designated Bargaining Unit or Meet and Confer Representative with a copy of the new or revised job description prior to the First Reading. Any feedback received from the Representative is reviewed for consideration and, where applicable, incorporated as part of the job description. The Representative for ESMAB was provided a copy of the job description via e-mail on May 10, 2018. Additional feedback was not received prior to submission of this document for approval.