

Exhibit 1

School Board Agenda Item

October 2, 2019

Executive Summary

Proposed ~~Revised~~ Job Description for the Director, School Climate & Discipline ~~Diversity, Prevention & Intervention~~ Position

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

Position Title: **Director, School Climate & Discipline ~~Diversity, Prevention & Intervention~~**

Division/Department: **Student Support Initiatives & Recovery**

Salary Band: **D** Range: **\$84,651 - \$155,968**

Salary Schedule: **ESMAB Salary Schedule**

Recommended Policy Status: Chart Job Description – **Final** Reading

Rationale: The job description for Director, School Climate & Discipline ~~Diversity, Prevention & Intervention~~ has been revised in conjunction with the approved 2018 – 2019 Organizational Chart for Student Support Initiatives & Recovery, which was adopted by the School Board on December 18, 2018. This is a critical position that is responsible for providing leadership in the design, development, communication and implementation of District interventions related to school climate, student discipline, prevention and intervention resources in support of the academic achievement of K-12 students along the pathway to college and career readiness, in alignment with the District's Strategic Plan.

The job description has been revised based on feedback received from School Board Members during the First Reading. Changes include:

1. Edits to the performance responsibility to clarify the reporting of school climate, prevention, and intervention actions to the state.
 - Complete and report school climate, prevention and intervention actions to the state on an annual basis, through the Florida Safe Schools Assessment Tool (FSSAT) / School Security Risk Assessment (SSRA) in collaboration with the ~~Special Investigations Unit Department~~ Safety Security and Emergency Preparedness division.
2. Edits to the minimum qualifications to better clarify minimum experience requirements.

An evaluation of the revised job description does not result in a pay band change. There is one Board approved position associated with this job description.

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 September 17, 2019 and on August 7, 2019. Additional feedback was not received prior to submission of this document for approval.

Cost: The creation of this job description represents no additional financial impact. The source of funding for the position associated with this item has been encumbered as part of the department's budget.