

**The School Board of Broward County, Florida
May 20, 2014 School Board Agenda Item II-6
Executive Summary
2014-2015 Organizational Chart**

Background

Recommended changes attached for the 2014-2015 Organizational Chart support new grant initiatives and address areas of operational needs. There are twenty seven (27) additional positions and sixteen (16) eliminated that support the strategic alignment of the District's goals: High Quality Instruction, Continuous Improvement, and Improved Communications. Also, at the Board's request during the 2013-14 Organizational Chart review, positions that are joint funded by the District's General Fund and alternate funding sources, have been visually represented by a code within the legend.

Financial Impact of the Organizational Chart

The addition of twenty-seven (27) new positions and elimination of sixteen (16) positions result in an approximate savings to the District's General Fund approaching \$100,000. The costs associated with new positions are aligned to existing grant funds; therefore, there is no additional financial impact of the recommended changes to the Organizational Chart.

Rationale for Proposed Changes:

The School Board of Broward County, Florida- Public Stakeholders (Page 1):

There are three changes that were either approved at the Board's Organizational meeting held in November 2013 or through the adoption of new policy or policy revisions. The first change is the elimination of the Charter School Task Force. The Task Force was dissolved at the November 2013 Organizational meeting. The Superintendent's Charter School Summit has been created to more effectively respond to matters of concern brought forward by Charter Schools. In conjunction with revisions to Policy 1.7, the School Board requested Board appointments be added to the Gifted Advisory Committee. Finally, the School Board recently adopted a new policy to establish a Human Relations Committee with School Board appointments. Accordingly, these two committees have been added to page 1.

Office of Superintendent of Schools / Office of General Counsel (Page 2):

A new functional box has been added, reporting directly to the Superintendent of Schools. This is intended to represent the Superintendent's direct oversight of the District's labor relations & collective bargaining team, comprised of the District Staff in the Employee & Labor Relations Department and the District's Employment / Labor Counsel. In addition, a Director of Legislative Affairs position has been created to oversee and coordinate legislative and lobbying efforts to garner additional monies for the District.

Office of School Performance and Accountability (Page 3):

The Chief Service Quality Officer position has been eliminated, and a Director of Service Quality position has been created with different job responsibilities. This position will continue to address customer service issues within our schools, but will also oversee the school improvement planning process. The Coordinator of School Improvement will be aligned to report to this newly created position. Additionally, the Director of Strategic Achievement has been realigned to the Academics division to strategically align the professional development associated with curriculum content.

Office of Chief Academic Officer:

There are position title changes, as recommended by the Chief Academic Officer, to align position titles to performance responsibilities throughout all departments that report to the Office of Academics.

Early Childhood Education (Page 4)

There is a grant-funded, Supervisor of Head Start Family Services position that has been created as a result of a Regional Head Start Compliance Site Visitation. The review recognized more management oversight was required due to the size of the District's Head Start program as compared to other district Head Start programs nationally.

Exceptional Student Education & Support (Page 5)

There are recommended position title changes throughout the Department. In addition, the Transition Services Specialist ESE is being reclassified to, a Supervisor of ESE Transition Services position. This is predicated on the significant expansion of this program over the last few years, as well as the significant attention this program garnered during the recent ESE Management review.

Instruction and Interventions (Page 6)

There are recommended position title changes throughout the Department. The Director of Strategic Achievement position has been realigned from the Office of School Performance & Accountability. To support these functions, a new grant-funded, Curriculum Supervisor of Strategic Achievement, has been created. The Director of College and Career Readiness position is being eliminated, and a new director position, Director of Innovative Learning & Arts is being created. In conjunction with this change, all of the functional areas within Instruction & Interventions are being realigned among the directors. A position title change has been created for the Director of Math, Science, & Gifted. The Curriculum Supervisor of Gifted & Talented is recommended for alignment under the newly titled Director of Math, Science, & Gifted. A new grant-funded position, Curriculum Supervisor – Educational Programs, has been created to support these functional duties. Due to the elimination of the Director of College & Career Readiness, several positions are being aligned to other areas: The Supervisor of Guidance, BRACE, & Academic Achievement position will now report directly to the Executive Director of Instruction & Intervention. In addition, the following positions will be aligned under the functions of a newly created position, Director of Innovative Learning & Arts: Curriculum Supervisor, Art; Curriculum Supervisor, Music & Performing Arts; Training Analyst; Project Manager, Technology & Instruction; Curriculum Supervisor, Physical Education & Educational Programs, and a Supervisor of Media & Instructional Material. The Curriculum Supervisor of World Languages position will be aligned under the Director of Bilingual/ESOL, as well as a realigned Research Specialist position. The Director of Career, Technical, Adult, and Community Education will now report directly to the Chief Academic Officer.

Student Support Initiatives (Page 7)

There are recommended position title changes throughout the Department. As a result of a position reclassification during the 2013-2014 year, the Director – Diversity, Prevention & Intervention was upgraded as previously approved by the Board. A new position, Curriculum Supervisor of Diversity & Prevention, has been created to support these functional duties. A new position, Specialist – Response to Intervention, has been reclassified from the Specialist – Dropout Prevention. As a result of another position reclassification during the 2013-2014 year, the Director – Coordinated Student Health Services – was also upgraded as previously approved by the Board. In an effort to centralize parental engagement functions throughout the District, a new position has been created, Assistant Director – Parental Engagement. This new position will be funded by various entitlement grant funding sources (i.e., Title I/ Title III). In addition, a Specialist – Parental Engagement position has been realigned from the Public Information Office to support these functional duties. A second Specialist – Parental Engagement position has been created to support these functional duties, and will be grant funded.

Office of the Chief Auditor (Page 8):

There are no recommended organizational chart changes to the Office of the Chief Auditor for the 2014-2015 year.

Office of Facilities (Page 9):

There are no recommended organizational chart changes to the Office of Facilities for the 2014-2015 year.

Office of Finance (Page 10):

There are alignment changes of positions under the supervision of the Director of Budget. These aligned positions are a result of oversight of grants management functions that now exist in the Department of Budget. The following position has been aligned as a result of these functional duties: Process Analyst – Funds Management & PBC; Business Analyst; and Budget Analyst IV. A new, grant-funded position, Budget Analyst IV, is recommended to further support the grant management functional duties.

Office of Human Resources (Page 11):

There are recommended position title changes throughout the Department. The Police Department has been realigned to the Office of the Chief of Staff. The Executive Director of Benefits & EEO Compliance is being eliminated and reclassified to a new position, Director of Benefits & Employment Services. The Compliance Specialist – Equal Educational Opportunities/Federal/State Programs is being reclassified to a Director of EEO/ADA Compliance. The Supervisor, Personnel Records, position is being aligned to the Director of Benefits & Employment Services and will be job studied. A Supervisor, Non-Instructional Staffing is being eliminated. A Senior Compensation Manager position is being reclassified to a Director of Compensation & HR Information Systems. To support the function of the Labor Relations – Collective Bargaining Team that directly reports to the Superintendent, the Director of Employee & Labor Relations will directly report to the Superintendent.

Office of Portfolio Services (Page 12):

The alignment of all leases under one department, realignment & repurposing of existing administrative and student space for efficiency, as well as expansion of partnerships with municipalities in the use and support of our portfolio of space has created the need for an expert real estate, leasing/space utilization management position. This new position is further supported by the fact that the number of Board items, partnerships & contracts produced by the real estate portion of FM & RE Department has more than doubled over the past year. With the School Board's assistance, staff has been able to add real estate & appraiser expertise to 2 committees. These 2 committees, School Site Selection Committee (Policy 7000) & Negotiations Parameters Committee (Policy 7002B) only include this expertise in intermittent committee work, which does not support the increased operational aspects of the requested position.

In addition, a Demographic & Student Assignment (DSA) position has been eliminated. The functions of this position have been realigned to other staff members not represented on the organizational chart, allowing for more data analysis and GIF support for population & enrollment trends.

Office of Public Information (Page 13):

The Director of Marketing, Communications & Community Engagement is being aligned to salary pay band 'D' to be consistent with other Director-level positions within the District. This alignment will result in no financial impact. The Manager of Graphics position has been aligned from the Executive Director of BECON to the Director of Marketing, Communications & Community Engagement. A Coordinator of Governmental Affairs position is being eliminated to create a new Manager, Integrated Marketing, Communication, & Social Media. Additionally, the Supervisor I Printing Services is being realigned under the Business Support Center.

Office of Chief of Staff (Page 14):

The Police Department has been realigned to the Office of the Chief of Staff. The Chief of Police will report directly to the Superintendent of Schools to ensure the Superintendent is fully apprised of security related issues impacting the District. Additionally, there will be an indirect reporting relationship to the Chief of Staff to facilitate administrative functions and other daily operations. In addition, the following departments have been realigned from the Office of Strategy & Operations: Chief Building Official and all positions supporting these functional duties as well as the Director of Safety & Chief Fire Official and all positions that support these functional duties.

Office of Chief Strategy & Operations Officer:

Information & Technology (Page 15)

There are several recommended position title changes within the Department. As a result of the Information & Technology Strategic Plan, a new Senior Process Analyst position has been created.

Strategy & Operations (Page 16)

The Supervisor I, Printing Services position has been realigned to the Director of the Business Support Center. As a result of the significant expansion of the Business Support Center and assignment of additional job responsibilities, the Director – Business Support Center position will have a job study conducted by Compensation. The Director of Grants Administration will now directly report to the Chief Strategy & Operations Officer. In addition, the following positions are being eliminated to align to the new functional responsibilities of the department: Curriculum Specialist – Grant Coordinator and Specialist – Grants. The following new positions are being created as a result of the new functional responsibilities: Grants Administrator – Accountability & Reporting; Senior Manager – Grant Programs (grant-funded position); and Manager – Grant Program Oversight.

Food and Nutrition Services (Page 17)

A new, grant-funded position, Area Supervisor, Special Programs – Food & Nutrition Services, has been created to oversee the expansion of dinner and other special program initiatives. Additionally, a job study will be conducted on the Program Manager – Nutrition, Education & Training position.

Procurement & Warehousing Services (Page 17)

The Supply, Management & Logistics Department's name is being changed to better reflect its functionality. Accordingly, there are multiple position title changes being recommended to align to the new department name. As a result of recommendations from the new leader of this department, several recommended organizational changes are being submitted. The first change is that there is a need to advance the alignment of functions existing within this department. To that end, three (3) positions have been identified for elimination: Manager – Purchasing & Operations; Manager – Design & Construction Contracts; and Contract Specification Writer. To align to the new functional responsibilities, the following new positions are being created: Manager – Strategic Sourcing; Manager – Operations & Compliance; Purchasing Agent IV – Construction (grant funded). Additionally, the Coordinator - Supplier, Diversity & Outreach position is being reinstated to further the District's M/WBE efforts.

Office of Talent Development (Page 18):

There are two positions being aligned to support the functional responsibilities of the Director of Leadership Development and the Director of Professional Development Support. The first alignment is a Curriculum Specialist – Educational Programs that will report to the Director of Leadership Development. The second alignment is a Research Specialist position that will report to the Director of Professional Development Support. Additionally, two existing Coordinator – Evaluation positions will be funded from the TIF grant to provide relief to the General Fund. Finally, the Coordinator – Non-Instructional Development position will be job studied, as a result of new performance responsibilities being added to the position.