

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA
OFFICE OF THE SUPERINTENDENT

MONDAY, MAY 11, 2026 10:00 AM
Kathleen C. Wright Building
600 Southeast Third Avenue, Board Room
Fort Lauderdale, Florida 33301

AGENDA FOR SPECIAL SCHOOL BOARD MEETING

SPECIAL SCHOOL BOARD MEETING CAN BE VIEWED VIA LIVE STREAM OVER THE INTERNET ON THE DISTRICT'S WEBSITE (www.browardschools.com).

Update 5/8/26 - Supplemental 5/7/26

School Board meetings will be held with Board Members being physically present and via electronic communication. This advertised Special School Board Meeting will be accessible virtually. **Public Written Agenda Comments - Members of the public may submit public written comments by selecting the eComments tab at the following District webpage: <https://www.browardschools.com/Page/55263>. Public Written Agenda Comments must be submitted no later than 1:00 p.m. the day before the published date of the School Board Meeting or Workshop. Anonymous comments will not be accepted; therefore, written comments must include the person's name, city of residence, and zip code. Written agenda comments may not exceed a maximum of twenty-two hundred and fifty (2250) characters.** Pursuant to School Board Policy 1020, the public may speak a total of twelve (12) minutes during any single meeting, not including committee reports. Additionally, in the event a large group of individuals (ten (10) or more) sign-up to speak on any one agenda item, the Board Chair has the authority to adjust the time limit for each speaker to speak less than the three (3) minutes usually permitted or limit the overall time speakers will be heard on that item.

Free guest parking is available at the southeast 3rd Avenue parking lot on all School Board meeting dates.

CALL TO ORDER

PLEDGE OF ALLEGIANCE TO THE FLAG OF THE UNITED STATES OF AMERICA

ADDED / CHANGED ITEMS

May 8, 2026

ITEM(S)

1. Superintendent's 2026-2027 Organizational Chart (ADDED EXHIBITS)
2. Proposed 2026-2027 Job Description (ADDITIONAL INFORMATION)

May 7, 2026

ITEM(S)

2. Proposed 2026-2027 Job Description (ADDED)

CLOSE AGENDA

PURPOSE OF MEETING

For The School Board of Broward County, Florida to conduct official business of the District, and any other items the Board deems necessary.

SUPERINTENDENT'S RECOMMENDATION(S)

1. Superintendent's 2026-2027 Organizational Chart

ADDITIONAL INFORMATION

ADDED EXHIBITS

Approve the Superintendent's 2026-2027 Organizational Chart. District-wide

[Additional Information Memo.pdf](#)

[District Positions Filled - Eliminated Filled-ADDED.pdf](#)

[District Position Summary - REVISED.pdf](#)

[Staffing Reorganization Deck - ADDED.pdf](#)

2. Proposed 2026-2027 Job Description

ADDED

ADDITIONAL INFORMATION

Approve the revised job description as noted on the 2026-27 Superintendent's Organizational Chart. District-wide

[Job Description - Director, Wellness and Mental Health.pdf](#)

[Additional Information Memo.pdf](#)

ADJOURNMENT

The School Board of Broward County, Florida, prohibits any policy or procedure which results in discrimination on the basis of age, color, disability, gender identity, gender expression, genetic information, marital status, national origin, race, religion, sex or sexual orientation. The School Board also provides equal access to the Boy Scouts and other designated youth groups. Individuals who wish to file a discrimination and/or harassment complaint may call the Director, Equal Educational Opportunities/ADA Compliance Department & District's Equity Coordinator/Title IX Coordinator at 754-321-2150 or email eeo@browardschools.com.

Individuals with disabilities requesting accommodations under the Americans with Disabilities Act Amendments Act of 2008, (ADAAA) may call Equal Educational Opportunities/ADA Compliance Department at 754-321-2150 or email eeo@browardschools.com. Language Interpretation/Translation Services are available for the public upon request to the Bilingual/ESOL Department by emailing ESOLRequests@browardschools.com.

Any person who decides to appeal any decision made at a meeting(s) announced by this Notice with respect to any matter considered at such meeting(s) will need a record of the proceedings and

for such purpose may need that a verbatim record of the proceeding is made, which records testimony and evidence upon which the appeal is to be based.

Telephone conferencing or other telecommunications technology may be used in conducting this public meeting to permit absent Board Members to participate in discussions, to be heard by other School Board Members and the public, and to hear discussions taking place during the meeting.

Notice is hereby given that two or more Board Members of The School Board of Broward County, Florida, may be participating.



THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

Status: ADDED EXHIBIT(S)

2026-05-11	Special School Board Meeting
CATEGORY:	C. Office of The Superintendent
DEPARTMENT:	Human Resources

Agenda Item Number:	1.
Consent or Open Item:	Consent
Special Order:	NO
Time for Special Order:	

TITLE:	Superintendent's 2026-2027 Organizational Chart
	ADDITIONAL INFORMATION
REQUESTED ACTION:	Approve the Superintendent's 2026-2027 Organizational Chart. District-wide

RATIONALE:

For the Requested Actions, Background/History, Alignment to the 2027 Goals and Guardrails, Measurable Outcome(s)/Return on Investment, and Financial Impact, please see the Executive Summary.

EXHIBITS:

Additional Information Memo

FINANCIAL IMPACT:

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STRATEGIC PLAN ALIGNMENT:

Student Focus Outcomes

	OR	Business Operations
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BOARD ACTION:

(For Official School Board Records Only)

SOURCE OF ADDITIONAL INFORMATION

Name: Dr. Ernie Lozano	Phone: 754-321-1840
Name:	Phone:

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

Senior Leader & Title

Dr. Ernie Lozano, Chief Human Resources Officer

Approved in
Open Board
Meeting On: April 28, 2026

Signature

Dr. Ernie Lozano, Chief Human Resources Officer Apr 21, 2026

By: _____
School Board Chair




**OFFICE OF THE SUPERINTENDENT
DR. HOWARD HEPBURN
SUPERINTENDENT OF SCHOOLS**

PHONE: 754-321-2600 **FAX:** 754-321-2701 **EMAIL:** superintendent@browardschools.com

April 24, 2026

TO: School Board Members

FROM: Dr. Ernie Lozano 
Ernie Lozano (Apr 24, 2026 17:05:12 EDT)
Chief Human Resources Officer

VIA: Dr. Howard Hepburn *Howard Hepburn*
Howard Hepburn (Apr 24, 2026 17:13:40 EDT)

Superintendent of Schools

**SUBJECT: ADDITIONAL INFORMATION FOR ITEM-4 FOR THE SUPERINTENDENT'S
2026-2027 ORGANIZATIONAL CHART, FOR THE APRIL 28, 2026, SPECIAL
SCHOOL BOARD MEETING**

Attached is additional information regarding Item-4, Superintendent's 2026-2027 Organizational Chart, for the April 28, 2026, Special School Board Meeting.

- Proposed 2026-2027 Superintendent's Organizational Chart.
- Executive Summary
- MGT Back-Up Data
- Org Chart Completed Board Responses

HH/EL:tjr
Attachment



For more information, please contact:

Name: Dr. Ernie Lozano

Title: Chief Human Resources Officer

Phone: 754-321-1840

EXECUTIVE SUMMARY

Superintendent’s 2026-2027 Organizational Chart

Board Meeting Date: April 28, 2026

Requested Action: Approve the Superintendent’s 2026-2027 Organizational Chart.

General Information

The following information outlines the governing authority, districtwide implications, historical background, strategic alignment with the 2027 goals and guardrails, and the anticipated measurable outcomes and return on investment related to this agenda item.

District-zone Impact/Board Member: District-wide	
School Board Policy Requirement	<ul style="list-style-type: none"> Not Applicable
Statutory Requirement	<ul style="list-style-type: none"> Not Applicable
If the School Board votes “Yes”	<ul style="list-style-type: none"> Voting yes will ensure the central office is comprised of the appropriate organizational structure and strategic skillsets that will leverage the greatest support to schools while embedding an intentional succession planning focus to grow the leadership capacity of the system.
If the School Board votes “No”	<ul style="list-style-type: none"> Voting no will delay the ability to organize the central office in a manner that provides the greatest support to schools while addressing the operational and succession planning needs of the District.
Alignment to the 2027 Strategic Goals and Guardrails	<ul style="list-style-type: none"> Business Operations
Measurable Outcome(s)/Return on Investment	<ul style="list-style-type: none"> The proposed organizational chart is expected to improve organizational efficiency, enhance alignment with the District’s Strategic Plan, and support effective allocation of resources in response to declining enrollment and revenue, resulting in strengthened educational outcomes and operational effectiveness beginning in the 2026–2027 school year.

Item Title: Superintendent's 2026-2027 Organizational Chart

Date: April 28, 2026, Special School Board Agenda

Page 2

Background/History

Broward County Public Schools (BCPS) has experienced a sustained period of enrollment decline and growing structural budget pressures that have made a comprehensive review of central office staffing both necessary and urgent. In response to these fiscal realities, district leadership engaged MGT Consulting Group to conduct an independent Central Office Staffing Optimization Review. The scope of the engagement included an analysis of Human Resources and financial data across all major central office divisions, input gathered from 74 department leaders, interviews with each Chief officer, and a cross-district benchmarking comparison against five peer Florida districts: Miami-Dade, Palm Beach, Hillsborough, Orange County, and Duval County.

Findings

The benchmarking analysis revealed that Broward's central office staffing and administrative expenditures exceed peer district medians. BCPS currently maintains 6,613 central office positions, representing 20% of total district staff and approximately \$1,279 in administrative spend per student — compared to a peer median of 17% and \$1,164, respectively. The structural review identified four key drivers of this elevated cost and complexity: excess management layers between Chiefs and frontline staff, fragmented functions that peer districts have consolidated into shared services, a heavier non-instructional support footprint, and cost pressure embedded in organizational structure rather than staffing levels alone.

Recommended Path Forward

The Superintendent's recommendation — externally validated by MGT — prioritizes reductions furthest from students, complies with all legal, contractual, and union obligations, and identifies 809 positions for reduction as of April 24, 2026, generating a \$41.3 million in net cost savings which includes \$29.7 million in general fund savings. The savings from the Proposed 2026-2027 Organizational Chart are \$8.9 million. The savings from the positions not listed on the chart are \$32.4 million. This recommended approach is part of a broader deficit reduction strategy projected to yield \$80–90 million in total cost savings when combined with parallel initiatives including transportation efficiencies, school budget reductions, staffing allocation adjustments, and contracts streamlining. The Board is asked to approve the revised organizational chart.

Table A: Contract Summary, Multi-Year Analysis, and Procurement Method

Item Title: Superintendent's 2026-2027 Organizational Chart

Date: April 28, 2026, Special School Board Agenda

Page 3

A summary of the contract agreement terms, including the multi-year financial breakdown and total projected cost. This table also identifies the procurement method utilized to ensure transparency and alignment with District purchasing requirements.

Contract Terms and Financial Impact

The following information provides a detailed summary of the contract agreement summary, financial impact of this item, including funding allocation, budget authority, fiscal year expenditures, and any current or future financial obligations.

Contract Term:	N/A
Multi-Year Agreement:	N/A
Procurement Method:	N/A

Table B: Financial Impact, Funding Source, and Budget Status

A detailed breakdown of the fiscal impact of the agenda item, including funding sources, budget status, account coding, and remaining balances associated with each financial action.

Budget Impact Summary Statement:

- The financial impact of the proposed FY27 Organizational Chart is \$74.9 million. The Superintendent's recommendation — externally validated by MGT — prioritizes reductions furthest from students, complies with all legal, contractual, and union obligations, and identifies 809 positions for reduction as of April 24, 2026, generating a \$41.3 million in net cost savings which includes \$29.7 million in general fund savings. The savings from the Proposed 2026-2027 Organizational Chart are \$8.9 million. The savings from the positions not listed on the chart are \$32.4 million.

Procurement				Budget		
Past Board Action	Date	Spend Authority	Term (Months)	Funding Source (s)/ Currently Budgeted	Budget Amount	Term (Months)
N/A	N/A	N/A	N/A	N/A	N/A	N/A
Requested Board Action	Date	Spend Authority	Term (Months)	Funding Sources (s)	Budget Amount	Fiscal Year
N/A	N/A	N/A	N/A	General Grants Capital	\$74.9 million	FY27
Total Agreement Amount	N/A	N/A	N/A	N/A	\$74.9 million	FY27

School Impact, Stakeholder Engagement, and Implementation Considerations

This section outlines how the proposed item will impact schools, including the selection and prioritization process where applicable, as well as stakeholder and end-user input. It also addresses technology and capital asset life cycles, replacement planning, and any additional operational details necessary to provide the Board with a comprehensive understanding of implementation.

Impact on Schools	N/A
School Selection /Prioritization	N/A
Community/ Stakeholder Engagement	N/A
End-User Input	N/A
Technology/Capital Expected Lifecycle/Replacement Cycle	N/A

Additional Backup:

Proposed 2026-2027 Superintendent's Organizational Chart

Executive Summary

MGT Back-Up Data

Org Chart Completed Board Responses

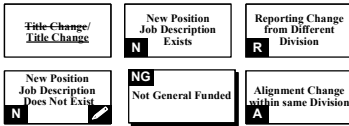


THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA
PROPOSED
2026-2027 ORGANIZATIONAL CHART



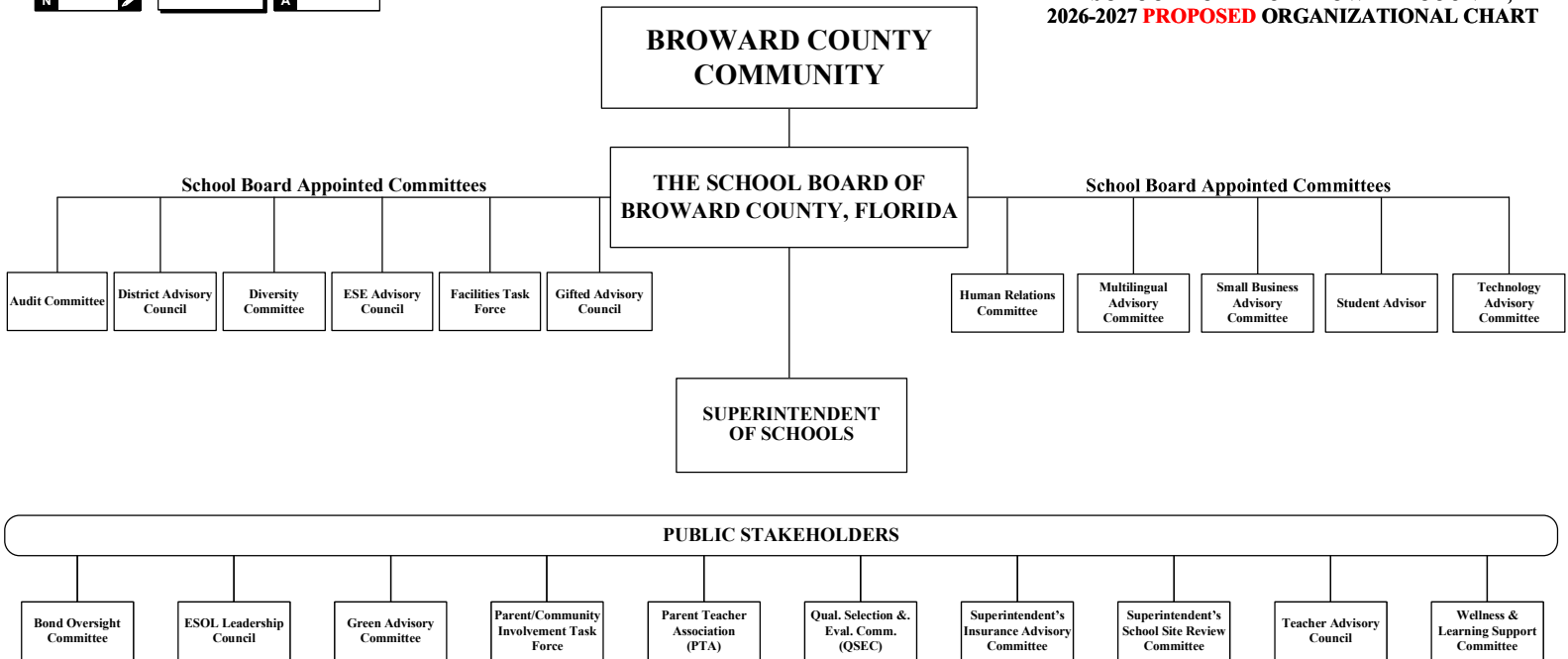
THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA
PROPOSED 2026-2027 ORGANIZATIONAL CHART

School Board Appointed Committees & Public Stakeholders.....1
Superintendent of Schools (Direct & Dotted Line Reports).....2
Chief of Staff3
Deputy Superintendent (Direct Reports).....4-9
 Learning Communities.....5
 Academics.....6-7
 Student Services.....8-9
Safety & Security.....10
Operations & Facilities.....11-12
 Food & Nutrition/Transportation/Real Estate/Fire.....11
 Building Code Services/Physical Plant Operations12
 Capital Budget/Construction/Pre-Construction.....13
Information Systems.....14-15
Human Resources.....16
Finance.....17-18
 Budget/Economic Development/AFRD/Procurement.....17
 Treasurer/Risk Management/Payroll/Benefits/Federal Programs.....18
Strategy & Innovation.....19
Auditor.....20
General Counsel.....21



SCHOOL BOARD APPOINTED COMMITTEES & PUBLIC STAKEHOLDERS

**THE SCHOOL BOARD OF BROWARD COUNTY, FL
2026-2027 PROPOSED ORGANIZATIONAL CHART**



Title Change/ Title Change	New Position Job Description Exists	Reporting Change from Different Division
New Position Job Description Does Not Exist	NG Not General Funded	Alignment Change within same Division

	25-26	Cut	New	26-27	Cost Savings
District	6118	811	24	5331	\$41,309,637.44
Chart	581	100	11	492	\$ 8,891,137.54
Non-Chart	5537	711	13	4839	\$32,418,499.90

District Cuts: 811
School Consolidation: 53
Total Cuts: 864

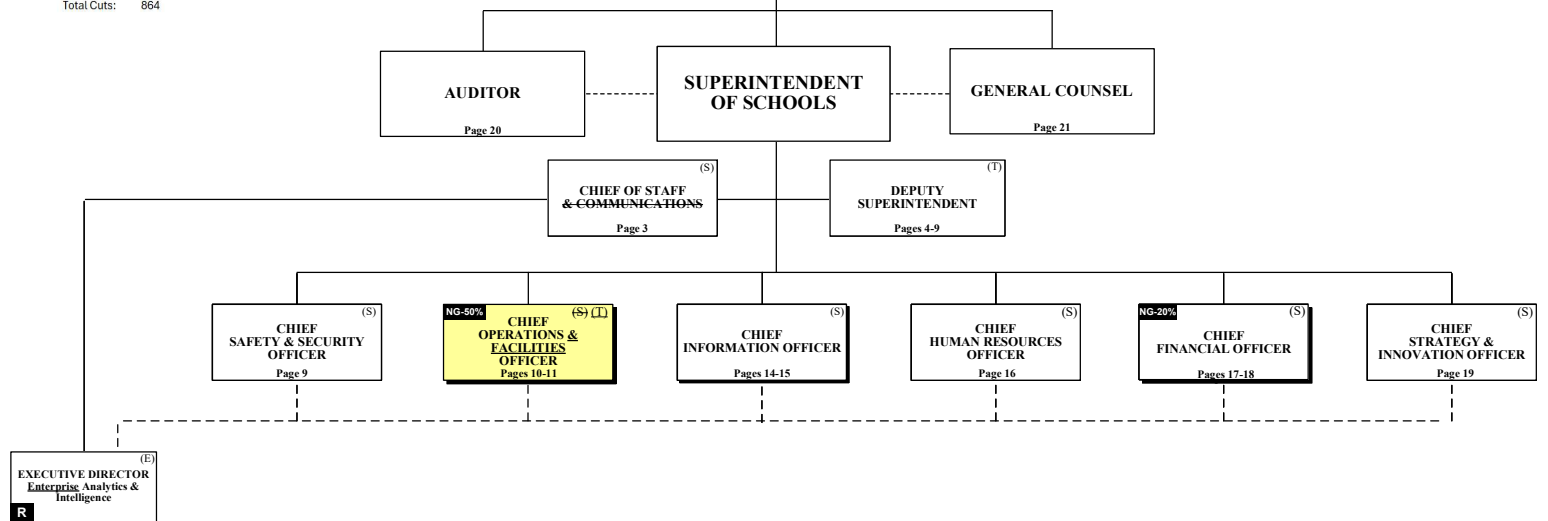
SUPERINTENDENT

**BROWARD COUNTY
COMMUNITY**



**THE SCHOOL BOARD OF BROWARD COUNTY, FL
2026-2027 PROPOSED ORGANIZATIONAL CHART**

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



Title-Change/ Title-Change	New Position Job Description Exists	Reporting Change from Different Division
N	N	R
New Position Job Description Does Not Exist	Not General Funded	Alignment Change within same Division
N	NG	A

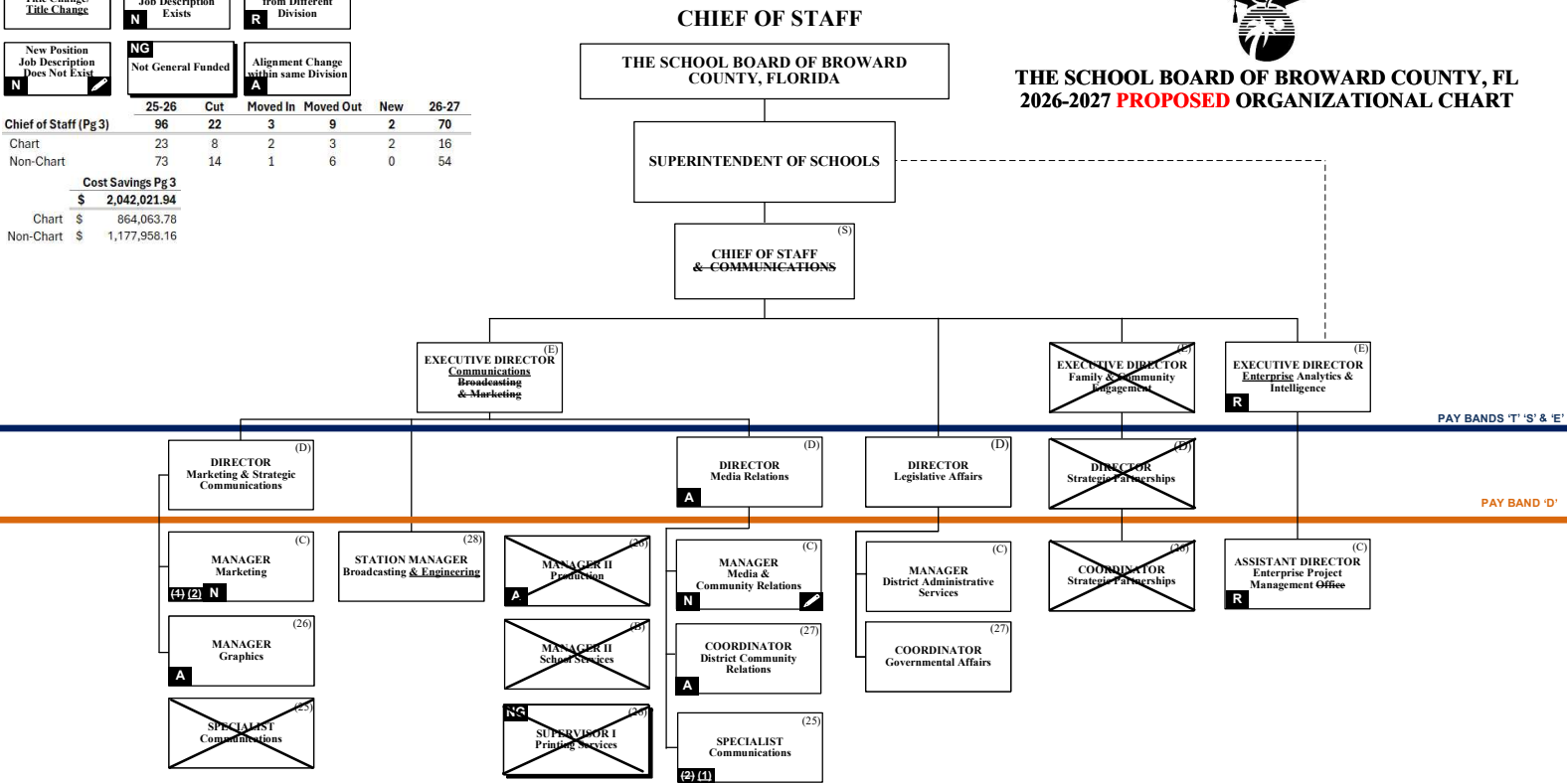
	25-26	Cut	Moved In	Moved Out	New	26-27
Chief of Staff (Pg 3)	96	22	3	9	2	70
Chart	23	8	2	3	2	16
Non-Chart	73	14	1	6	0	54

Cost Savings Pg 3

\$	2,042,021.94
Chart \$	864,063.78
Non-Chart \$	1,177,958.16



**THE SCHOOL BOARD OF BROWARD COUNTY, FL
2026-2027 PROPOSED ORGANIZATIONAL CHART**



PAY BANDS 'S' & 'E'

PAY BAND 'D'

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

Title Change/ Title Change	New Position Job Description Exists N	Reporting Change from Different Division R
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New Position Job Description Does Not Exist N	NG Not General Funded	Alignment Change within same Division A
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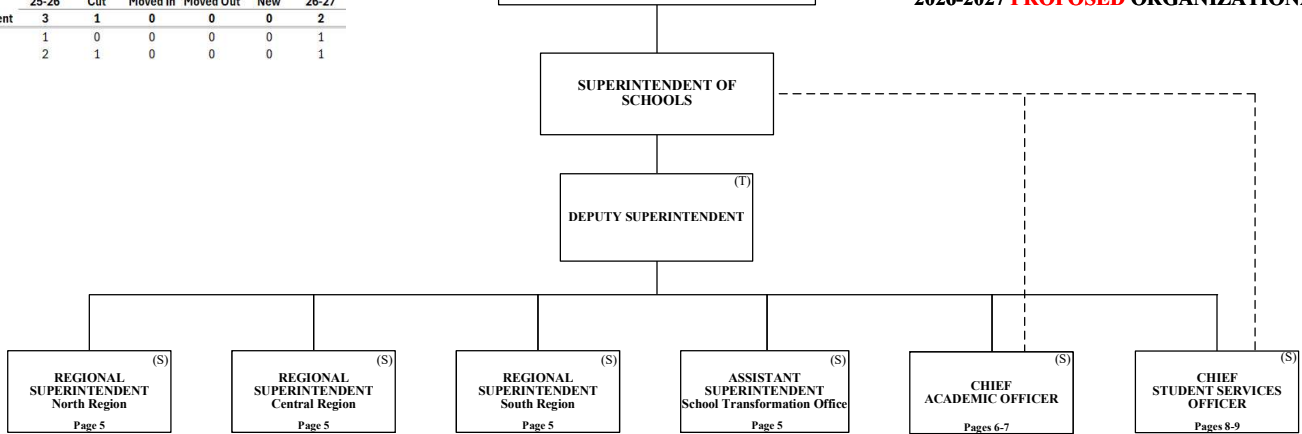
	25-26	Cut	Moved In	Moved Out	New	26-27
Deputy Superintendent	3	1	0	0	0	2
Chart	1	0	0	0	0	1
Non-Chart	2	1	0	0	0	1

DEPUTY SUPERINTENDENT

THE SCHOOL BOARD OF BROWARD
COUNTY, FLORIDA



**THE SCHOOL BOARD OF BROWARD COUNTY, FL
2026-2027 PROPOSED ORGANIZATIONAL CHART**



Title-Change/ Title-Change	New Position Job Description Exists	Reporting Change from Different Division
New Position Job Description Does Not Exist	Not General Funded	Alignment Change within same Division

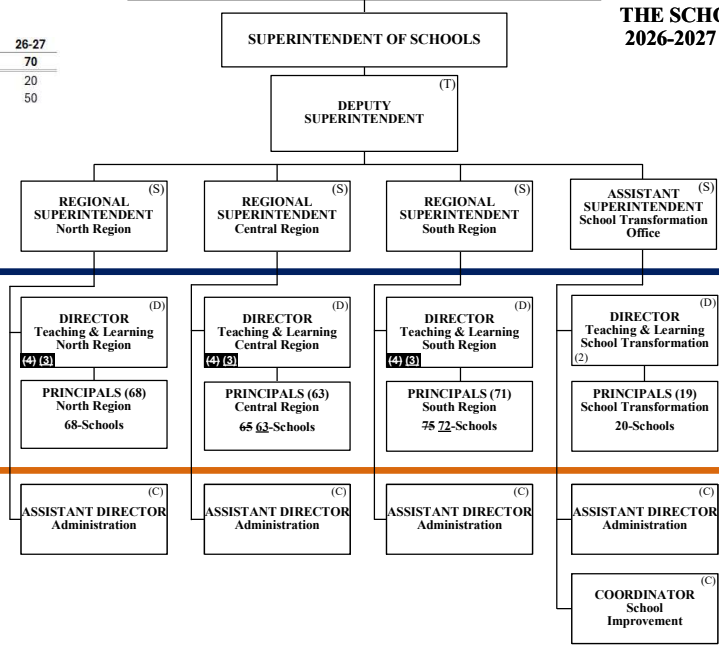
	25-26	Cut	Moved In	Moved Out	New	26-27
Regional Offices	79	9	0	0	0	70
Chart	23	3	0	0	0	20
Non-Chart	56	6	0	0	0	50
Cost Savings Pg 5						
	\$ 675,502.61					
Chart	\$ 596,669.10					
Non-Chart	\$ 78,833.51					

**DEPUTY SUPERINTENDENT
Learning Communities**

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA



THE SCHOOL BOARD OF BROWARD COUNTY, FL
2026-2027 **PROPOSED** ORGANIZATIONAL CHART



PAY BANDS 'T', 'S' & 'E'

PAY BAND 'D'

PAY BANDS 'C' & 'B'

Title-Change/ Title-Change	New Position Job Description Exists	Reporting Change from Different Division
	N	R
New Position Job Description Does Not Exist	NG Not General Funded	Alignment Change within same Division
N		A

	25-26	Cut	Moved In	Moved Out	New	26-27
Academics (Pgs 6-7)	427	87	0	0	3	343
Chart	75	14	0	0	2	63
Non-Chart	352	73	0	0	1	280

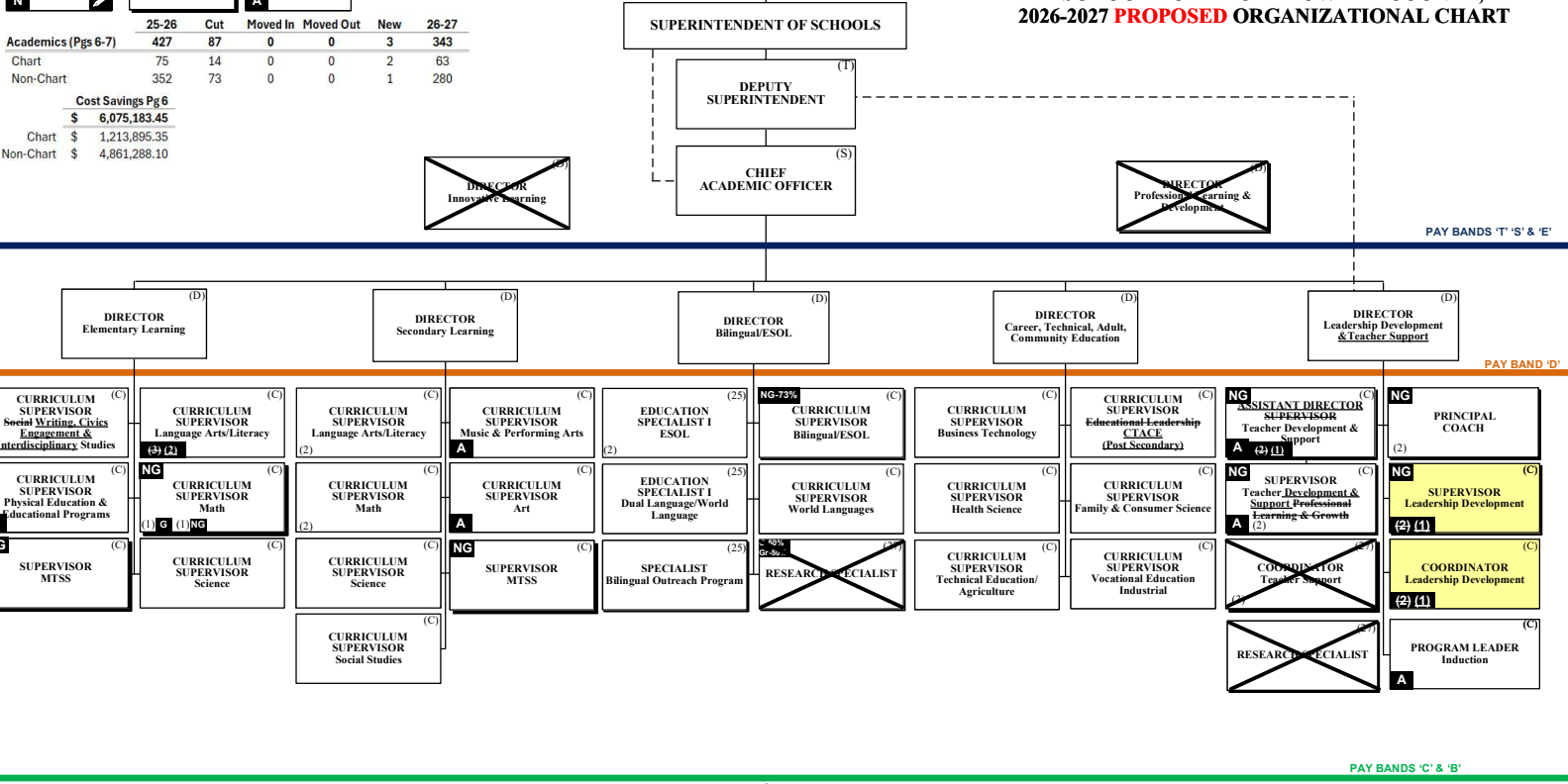
Cost Savings Pg 6
\$ 6,075,183.45
 Chart \$ 1,213,895.35
 Non-Chart \$ 4,861,288.10

DEPUTY SUPERINTENDENT ACADEMICS

THE SCHOOL BOARD OF BROWARD
COUNTY, FLORIDA



THE SCHOOL BOARD OF BROWARD COUNTY, FL
2026-2027 **PROPOSED** ORGANIZATIONAL CHART



**DEPUTY SUPERINTENDENT
ACADEMICS
Learning/Research/Early Childhood**



**THE SCHOOL BOARD OF BROWARD COUNTY, FL
2026-2027 PROPOSED ORGANIZATIONAL CHART**

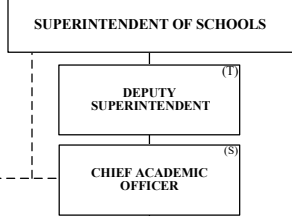
THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

Title-Change/ Title-Change	New Position Job Description Exists	Reporting Change from Different Division
N	NG	R
New Position Job Description Does Not Exist	Not General Funded	Alignment Change within same Division
N	NG	A

	25-26	Cut	Moved In	Moved Out	New	26-27
Academics (Pgs 6-7)	427	87	0	0	3	343
Chart	75	14	0	0	2	63
Non-Chart	352	73	0	0	1	280

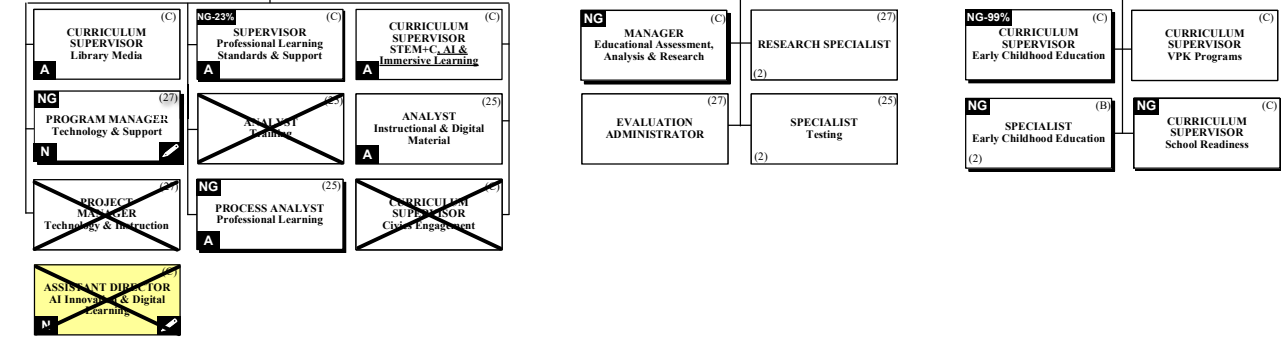
Cost Savings Pg 7

\$	366,597.41
Chart \$	(14,078.77)
Non-Chart \$	380,676.18



EXECUTIVE DIRECTOR (E)
Enterpris Analytics & Intelligence

PAY BANDS 'T', 'S' & 'E'



PAY BAND 'D'

PAY BANDS 'C' & 'B'

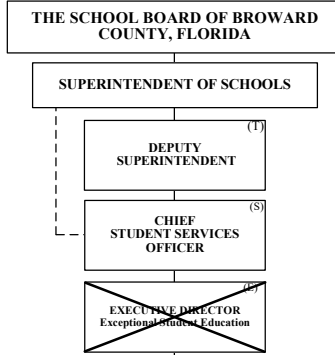
Title Change/ Title Change	New Position Job Description Exists	Reporting Change from Different Division
New Position Job Description Does Not Exist	Not General Funded	Alignment Change within same Division

	25-26	Cut	Moved In	Moved Out	New	26-27
Student Services (Pgs 8-9)	1091	200	0	0	4	895
Chart	80	24	0	0	0	56
Non-Chart	1011	176	0	0	4	839
Cost Savings Pg 8						
\$	2,227,559.24					
Chart \$	182,453.97					
Non-Chart \$	2,045,105.27					

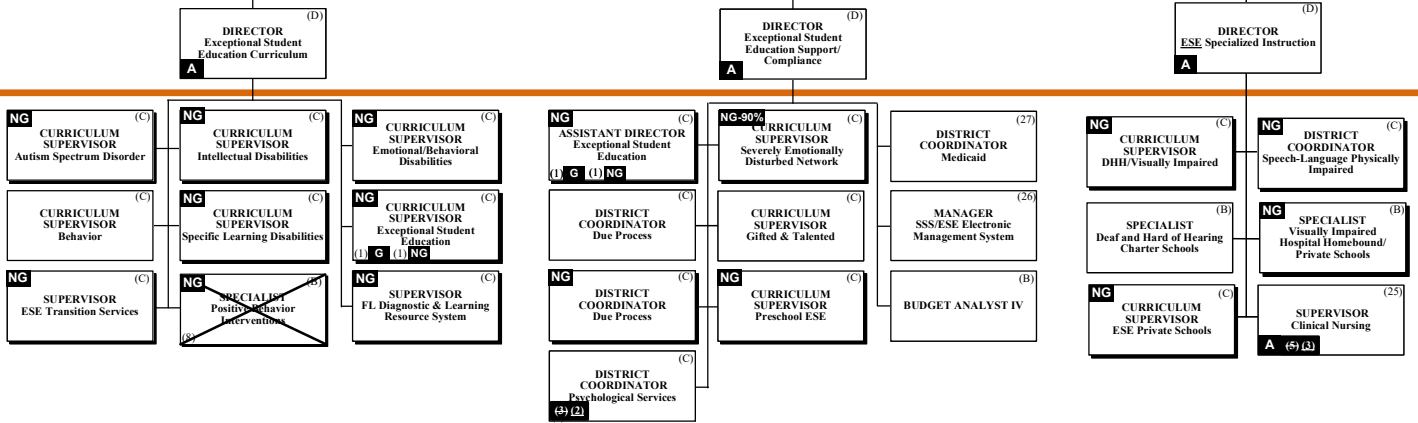
DEPUTY SUPERINTENDENT Student Services



THE SCHOOL BOARD OF BROWARD COUNTY, FL
2026-2027 **PROPOSED** ORGANIZATIONAL CHART



PAY BANDS 'T' 'S' & 'E'



PAY BAND 'D'

PAY BANDS 'C' & 'B'

Title Change/ Life Change	New Position Job Description Exists N	Reporting Change from Different Division R
New Position Job Description Does Not Exist N	NG Not General Funded	Alignment Change within same Division A

	25-26	Cut	Moved In	Moved Out	New	26-27
Student Services (Pgs 8-9)	1091	200	0	0	4	895
Chart	80	24	0	0	0	56
Non-Chart	1011	176	0	0	4	839

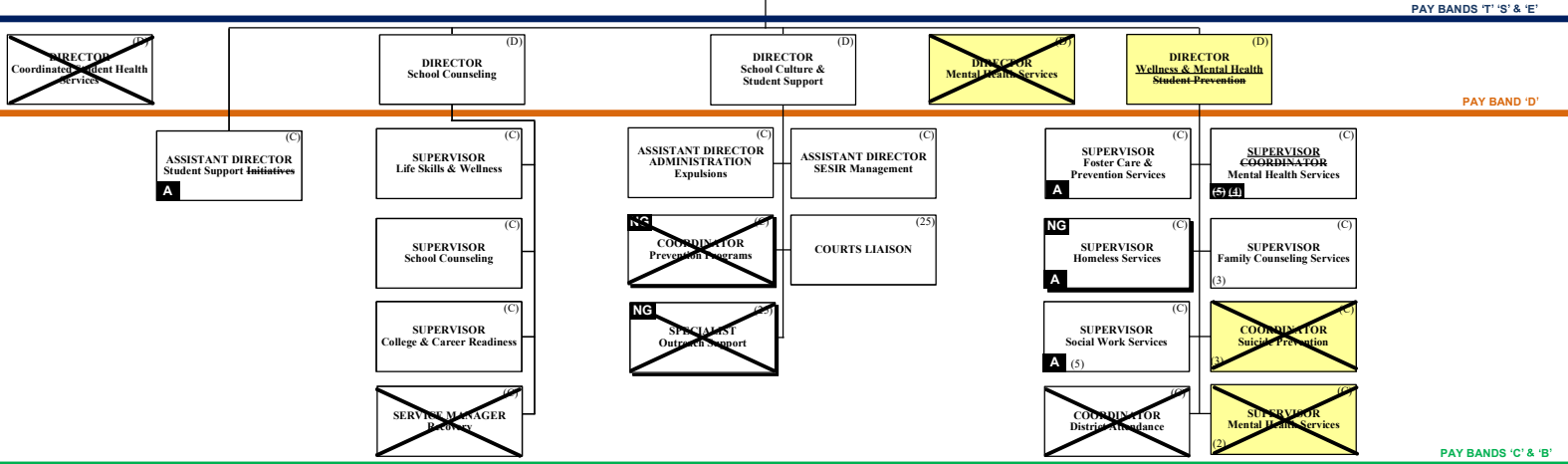
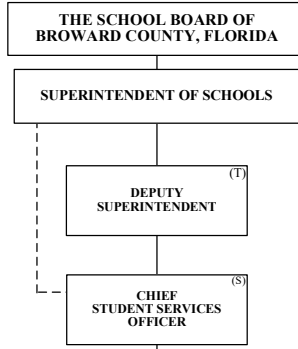
Cost Savings Pg 9

\$	11,290,941.17
Chart \$	2,451,039.10
Non-Chart \$	8,839,902.07

DEPUTY SUPERINTENDENT Student Services



THE SCHOOL BOARD OF BROWARD COUNTY, FL 2026-2027 **PROPOSED** ORGANIZATIONAL CHART



Title Change/ Title Change	New Position Job Description Exists	Reporting Change from Different Division
New Position Job Description Does Not Exist	NG Not General Funded	Alignment Change within same Division

	25-26	Cut	Moved In	Moved Out	New	26-27
Safety & Security (Pg 10)	1120	15	0	0	0	1105
Chart	36	1	0	0	0	35
Non-Chart	1084	14	0	0	0	1070
Cost Savings Pg 10						
	\$	514,743.74				
Chart	\$	115,639.71				
Non-Chart	\$	399,104.03				

SAFETY & SECURITY

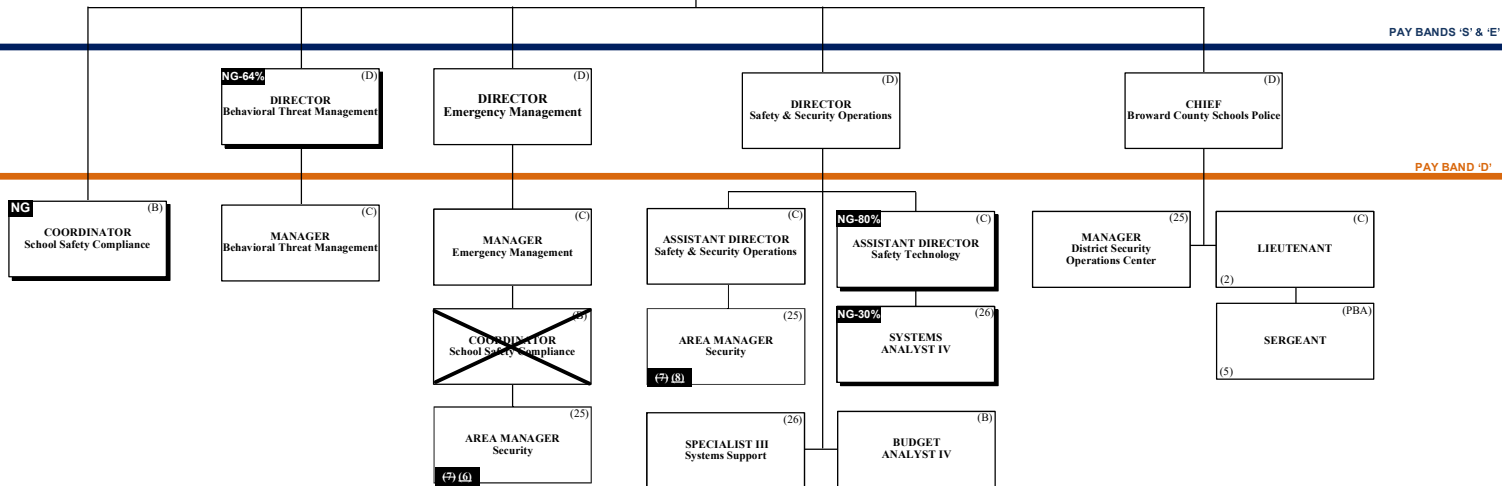
THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA



THE SCHOOL BOARD OF BROWARD COUNTY, FL
2026-2027 **PROPOSED** ORGANIZATIONAL CHART

SUPERINTENDENT OF SCHOOLS

CHIEF SAFETY & SECURITY OFFICER (S)



PAY BANDS 'S' & 'E'

PAY BAND 'D'

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

Title-Change/ Title-Change	New Position Job Description Exists	Reporting Change from Different Division
New Position Job Description Does Not Exist	NG Not General Funded	Alignment Change within same Division

	25-26	Cut	Moved In	Moved Out	New	26-27
Operations & Facilities (Pgs 11-13)	2650	366	16	160	3	2143
Chart	143	22	6	18	1	110
Non-Chart	2507	344	10	142	2	2033

Cost Savings Pg 11
 \$ 3,206,059.59
 Chart \$ 53,662.78
 Non-Chart \$ 3,152,396.81

OPERATIONS & FACILITIES

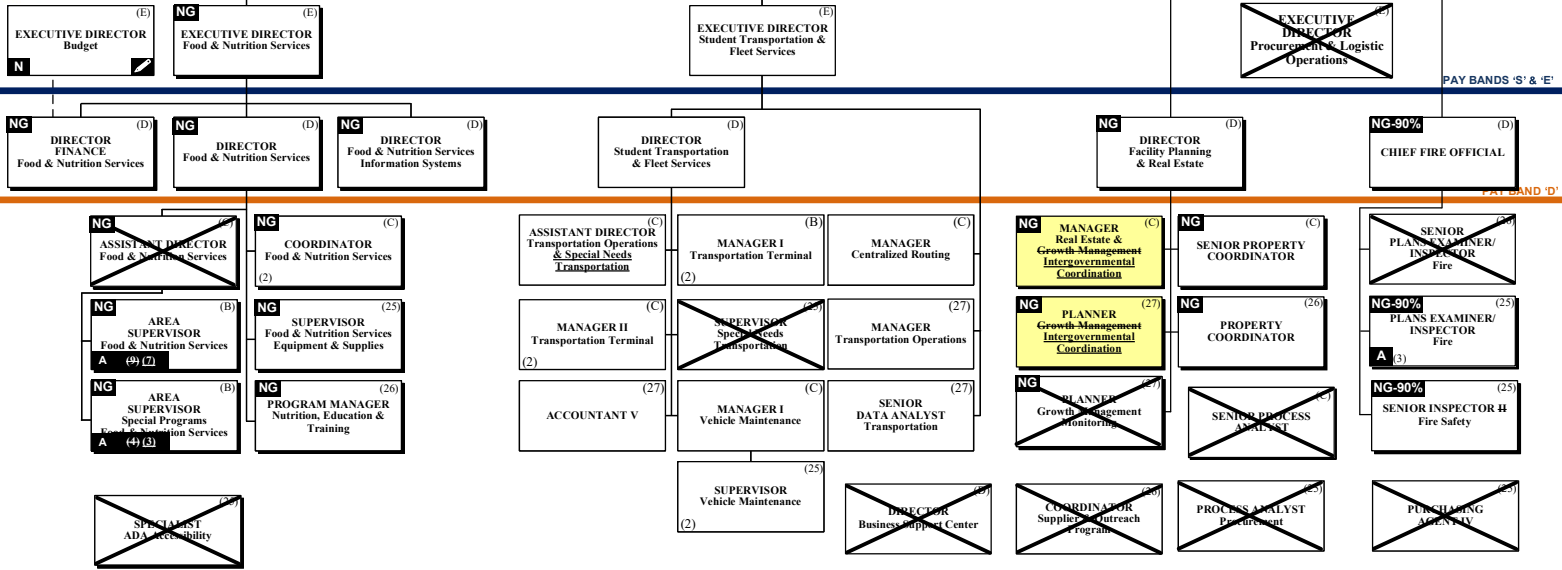
THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

SUPERINTENDENT OF SCHOOLS

NG-50% (B) (11)
CHIEF OPERATIONS & FACILITIES OFFICER



THE SCHOOL BOARD OF BROWARD COUNTY, FL
 2026-2027 **PROPOSED** ORGANIZATIONAL CHART



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

Title-Change/ Title-Change	New Position Job Description Exists	Reporting Change from Different Division
New Position Job Description Does Not Exist	NG Not General Funded	Alignment Change within same Division

	25-26	Cut	Moved In	Moved Out	New	26-27
Operations & Facilities (Pgs 11-13)	2650	366	16	160	3	2143
Chart	143	22	6	18	1	110
Non-Chart	2507	344	10	142	2	2033

Cost Savings Pg 12

\$	6,724,685.94
Chart	\$ 611,641.57
Non-Chart	\$ 6,113,044.37

OPERATIONS & FACILITIES

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA



THE SCHOOL BOARD OF BROWARD COUNTY, FL
2026-2027 **PROPOSED** ORGANIZATIONAL CHART

SUPERINTENDENT OF SCHOOLS
NG-50% (S) (L)

EXECUTIVE DIRECTOR
Physical Plant
Operations (E)

NG (D)
CHIEF BUILDING OFFICIAL

(D)
DIRECTOR
Physical Plant
Operations

NG (D)
DIRECTOR
Environmental-Health-
Safety
Sustainability & Compliance

~~ASSISTANT CHIEF BUILDING OFFICIAL~~

NG (26) SENIOR INSPECTOR Building	NG (25) PLANS EXAMINER/ * INSPECTOR Plumbing
NG (25) PLANS EXAMINER/ * INSPECTOR Roofing	NG (25) PLANS EXAMINER/ * INSPECTOR Mechanical
NG (25) PLANS EXAMINER/ * INSPECTOR Building	NG (25) PLANS EXAMINER/ * INSPECTOR Electrical

(C)
MANAGER
Custodial

(26)
MANAGER
Grounds

(26) (27)
PROJECT
MANAGER III

(C)
AREA MANAGER
Trades
(Zones 1, 2, 3, & District)
(4)

(25)
SUPERVISOR
Trades
(9)

NG (C)
MANAGER
PPO Finance

~~NG (C)
MANAGER
Business Process &
Paper Image
Improvement~~

NG (C)
MANAGER
Facilities Support Services

~~NG (C)
COORDINATOR
Warranty/Asset~~

~~NG (C)
SPECIALIST
PPO Training~~

(25)
SUPERVISOR
Planning & Scheduling
A

NG (C)
COORDINATOR
Energy & Sustainability

~~NG (C)
MANAGER
Environmental Conservation
Utility Management~~

~~NG (C)
PROJECT MANAGER II
Guarantee Energy
Performance~~

~~NG (C)
SPECIALIST
Safety Training~~

(C)
COORDINATOR
Environmental Compliance

(25)
PROJECT
MANAGER
Occupational Health/
Environmental Control
(3)

(C)
COORDINATOR
Health & Safety

* Additional external resources are utilized based on District projects' needs

PAY BANDS 'S' & 'E'

PAY BAND 'D'

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

Title-Change/ Title-Change	New Position Job Description Exists	Reporting Change from Different Division
New Position Job Description Does Not Exist	NG Not General Funded	Alignment Change within same Division

	25-26	Cut	Moved In	Moved Out	New	26-27
Operations & Facilities (Pgs 11-13)	2650	366	16	160	3	2143
Chart	143	22	6	18	1	110
Non-Chart	2507	344	10	142	2	2033

Cost Savings Pg 13

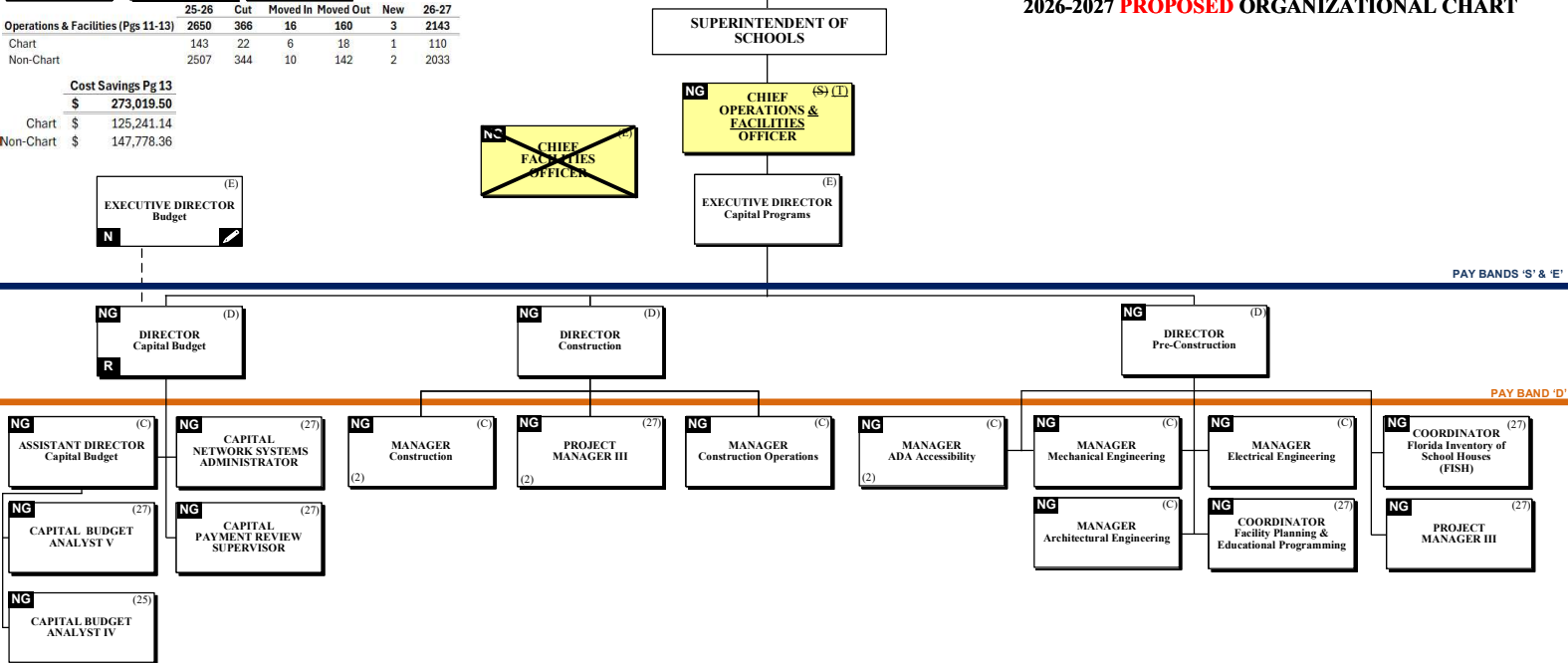
\$	273,019.50
Chart \$	125,241.14
Non-Chart \$	147,778.36

OPERATIONS & FACILITIES

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA



THE SCHOOL BOARD OF BROWARD COUNTY, FL
2026-2027 **PROPOSED** ORGANIZATIONAL CHART



PAY BANDS 'S' & 'E'

PAY BAND 'D'

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

Title Change/ Title Change	New Position Job Description Exists	Reporting Change from Different Division
New Position Job Description Does Not Exist	NG Not General Funded	Alignment Change within same Division

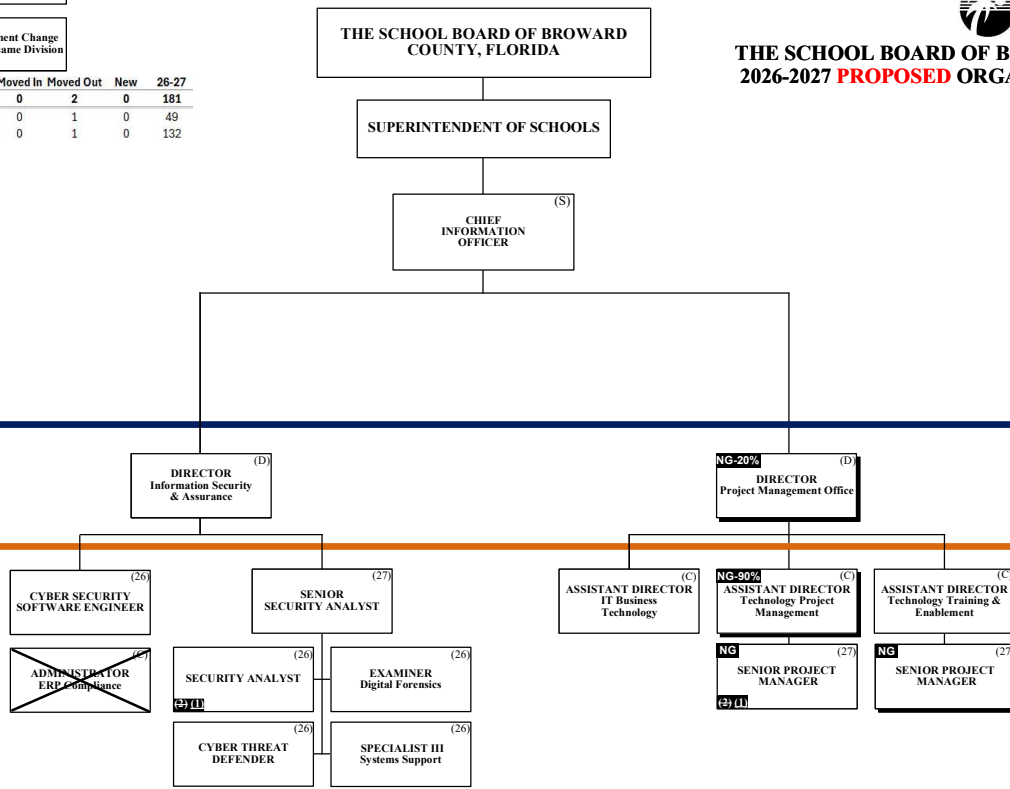
	25-26	Cut	Moved In	Moved Out	New	26-27
Information Systems (Pgs 14-15)	211	28	0	2	0	181
Chart	59	9	0	1	0	49
Non-Chart	152	19	0	1	0	132
Cost Savings Pg 14						
	\$ 928,868.90					
Chart	\$ 274,111.25					
Non-Chart	\$ 654,757.65					

INFORMATION SYSTEMS

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA



THE SCHOOL BOARD OF BROWARD COUNTY, FL
2026-2027 **PROPOSED** ORGANIZATIONAL CHART



PAY BANDS 'T' 'S' & 'E'

PAY BAND 'D'

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

Title Change/ Title Change	New Position Job Description Exists	Reporting Change from Different Division
New Position Job Description Does Not Exist	NG Not General Funded	Alignment Change within same Division

	25-26	Cut	Moved In	Moved Out	New	26-27
Information Systems (Pgs 14-15)	211	28	0	2	0	181
Chart	59	9	0	1	0	49
Non-Chart	152	19	0	1	0	132

Cost Savings Pg 15

\$	959,690.72
Chart \$	514,626.01
Non-Chart \$	445,064.71

INFORMATION SYSTEMS

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA



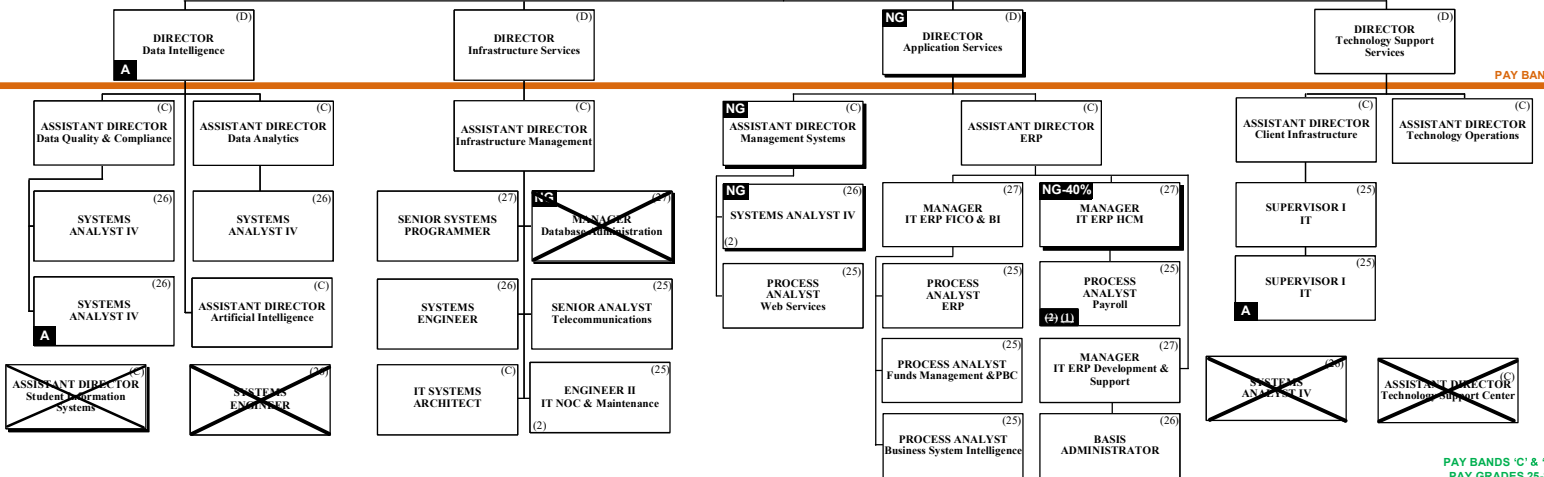
THE SCHOOL BOARD OF BROWARD COUNTY, FL
2026-2027 **PROPOSED** ORGANIZATIONAL CHART

SUPERINTENDENT OF SCHOOLS

CHIEF INFORMATION OFFICER (S)

EXECUTIVE DIRECTOR Technology Operations (E)

PAY BANDS 'T' 'S' & 'E'



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

Title-Change/ Title-Change	New Position Job Description Exists	Reporting Change from Different Division
N	N	R
New Position Job Description Does Not Exist	Not General Funded	Alignment Change within same Division
N	NG	A

	25-26	Cut	Moved In	Moved Out	New	26-27
Human Resources (Pg 16)	110	27	0	0	5	88
Chart	33	6	0	0	1	28
Non-Chart	77	21	0	0	4	60
Cost Savings Pg 16						
\$	1,474,532.10					
Chart \$	792,383.69					
Non-Chart \$	682,148.41					

HUMAN RESOURCES

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA



Collective Bargaining THE SCHOOL BOARD OF BROWARD COUNTY, FL
2026-2027 **PROPOSED** ORGANIZATIONAL CHART

SUPERINTENDENT OF SCHOOLS

CHIEF HUMAN RESOURCES OFFICER (S)

EXECUTIVE DIRECTOR (E)
Talent Management

~~EXECUTIVE DIRECTOR (D)
Professional Practices/
Labor Relations~~

DIRECTOR (D)
Talent Acquisition

~~DIRECTOR (D)
HR Operations~~

DIRECTOR (D)
Professional Practices
A

DIRECTOR (D)
Labor Relations
N

~~MANAGER (C)
Compensation~~

MANAGER (C)
HR Support Services
A

MANAGER (C)
Talent Management

ASSISTANT DIRECTOR (C)
MANAGER Professional Practices Standards

ASSISTANT DIRECTOR (C)
Employee Evaluations

ASSISTANT DIRECTOR (C)
EEO/ADA Compliance
A

SPECIALIST (B)
Labor-Relations Human Resources
A (2)

MANAGER (C)
Certification/Incentives
A

~~COORDINATOR (C)
Non-Instructional Development~~

COORDINATOR (27)
Management Systems

HR SPECIALIST (B)
Professional-Practices Human Resources
(4)

COORDINATOR (C)
Evaluation
NG-50%
A (2)

COMPLIANCE ADMINISTRATOR III (B)
A (2)

SPECIALIST (B)
Recruitment Human Resources
(3)

SPECIALIST (25)
HR Information Systems
(2)

RESEARCH SPECIALIST (27)

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

**FINANCE
AFRD/Budget/Treasurer/Payroll**



**THE SCHOOL BOARD OF BROWARD COUNTY, FL
2026-2027 PROPOSED ORGANIZATIONAL CHART**

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

SUPERINTENDENT OF SCHOOLS

NG-20% (S)
CHIEF FINANCIAL OFFICER

EXECUTIVE DIRECTOR (E)
Budget
N

PAY BANDS 'T', 'S' & 'E'

~~DIRECTOR (D)
Budget~~

DIRECTOR (D)
Grants Administration
A

NG-50% (D)
OFFICER Economic Development, Opportunities & Compliance
R

DIRECTOR (D)
Accounting & Financial Reporting

DIRECTOR (D)
Procurement & Logistic Operations
R

PAY BAND 'D'

ASSISTANT DIRECTOR (C)
School-Budget Support
A

SENIOR MANAGER (C)
Grant Programs

ASSISTANT DIRECTOR (C)
Business Support Center
A

NG-50% (C)
MANAGER Supplier & Outreach Program
R

ACCOUNTANT V (C)

MANAGER (C)
Strategic Sourcing Procurement

MANAGER (C)
Procurement Compliance

NG (C)
MANAGER Contract Administration
R

BUSINESS ANALYST (27)
A (2)

BUDGET ANALYST V (C)
A

MANAGER (26)
Grant Programs Oversight (2)

MANAGER (27)
Budget
A

NG-50% (26)
COORDINATOR Supplier & Outreach Program (Compliance)
R

MANAGER (27)
Accounts Payable

MANAGER (C)
Warehousing Services

NG-20% (C)
SENIOR PROCESS ANALYST
R

MANAGER (C)
Contract Administration
N

EVALUATION ADMINISTRATOR (27)
A

BUDGET ANALYST IV (B)
A (2)

GRANTS ADMINISTRATOR (25)
Accountability & Reporting

BUSINESS ANALYST (27)
A

ACCOUNTANT V (C)
~~ACCOUNTANT V~~

NG-60% (C)
MANAGER Construction Sourcing
R

PROCESS ANALYST (25)
Procurement
(2)

MANAGER (C)
Contract Administration
N

ASSISTANT DIRECTOR (C)
District Budgets & Revenue
A

BUDGET ANALYST V (C)
A

PROCESS ANALYST (25)
Business Support Center
A

ACCOUNTANT IV (25)
ACCOUNTANT IV
(5)

NG-11% (25)
ACCOUNTANT IV
(5)

NG (25)
PURCHASING AGENT IV Construction
R

PROCESS ANALYST (25)
Procurement
(2)

PURCHASING AGENT IV (25)

~~BUDGET ANALYST IV (B)
(3)~~

NG (B)
BUDGET ANALYST IV
(3)

NGS
~~CAPITAL BUDGET ANALYST IV (25)~~

ASSISTANT DIRECTOR (C)
Accounting & Financial Reporting
A

ASSISTANT DIRECTOR (C)
Accounting & Financial Reporting
A

ASSISTANT DIRECTOR (C)
Accounting & Financial Reporting
A

ASSISTANT DIRECTOR (C)
Accounting & Financial Reporting
A

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

Title Change/ Title Change	New Position Job Description Exists	Reporting Change from Different Division
New Position Job Description Does Not Exist	NG Not General Funded	Alignment Change within same Division

	25-26	Cut	Moved In	Moved Out	New	26-27
Finance (Pgs 17-18)	250	45	160	16	5	354
Chart	83	11	18	6	3	87
Non-Chart	167	34	142	10	2	267

Cost Savings Pg 17
\$ 3,586,640.15

Chart \$ 921,551.12
Non-Chart \$ 2,665,089.03

FINANCE
Risk Management/Workers' Compensation/Grants/Benefits/Federal Programs



THE SCHOOL BOARD OF BROWARD COUNTY, FL
2026-2027 PROPOSED ORGANIZATIONAL CHART

Title Change/Title Change	New Position Job Description Exists	Reporting Change from Different Division
N	N	R
New Position Job Description Does Not Exist	Not General Funded	Alignment Change within same Division
N	NG	A

	25-26	Cut	Moved In	Moved Out	New	26-27
Finance (Pgs 17-18)	250	45	160	16	5	354
Chart	83	11	18	6	3	87
Non-Chart	167	34	142	10	2	267

Cost Savings Pg 18

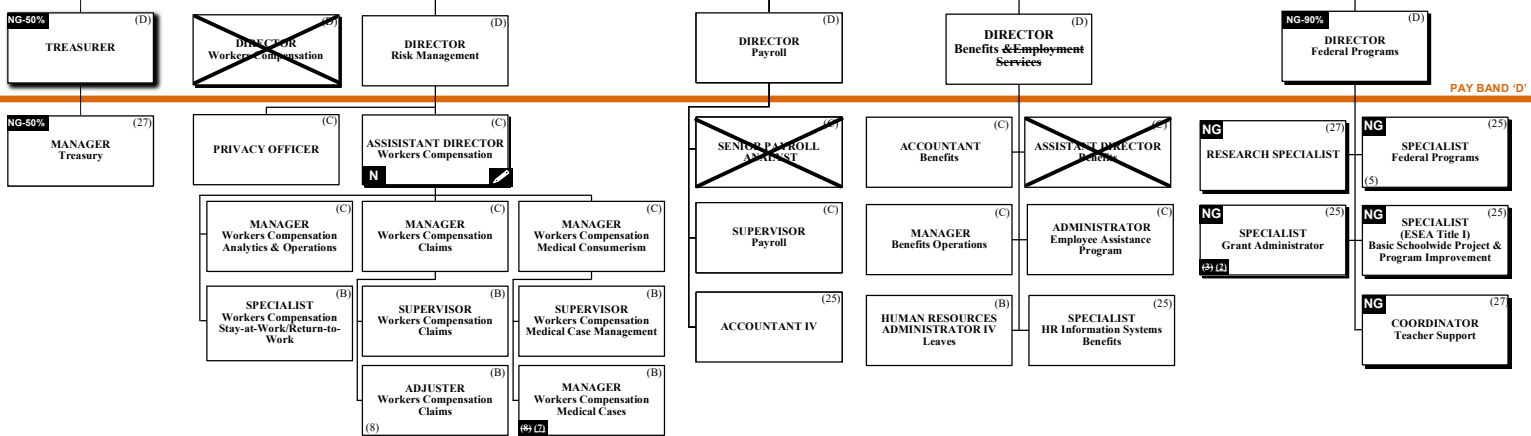
\$	461,456.09
Chart	\$ 144,133.97
Non-Chart	\$ 317,322.12

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

SUPERINTENDENT OF SCHOOLS

C-200%
G-80% (S)
CHIEF FINANCIAL OFFICER

PAY BANDS 'S' & 'E'



PAY BAND 'D'

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

Title Change/ Title Change	New Position Job Description Exists	Reporting Change from Different Division
New Position Job Description Does Not Exist	Not General Funded	Alignment Change within same Division

	25-26	Cut	Moved In	Moved Out	New	26-27
Strategy & Innovation (Pg 19)	78	11	9	1	2	77
Chart	24	2	3	1	2	26
Non-Chart	54	9	6	0	0	51
Cost Savings Pg 19						
\$	502,134.89					
Chart \$	44,103.77					
Non-Chart \$	458,031.12					

STRATEGY & INNOVATION

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA



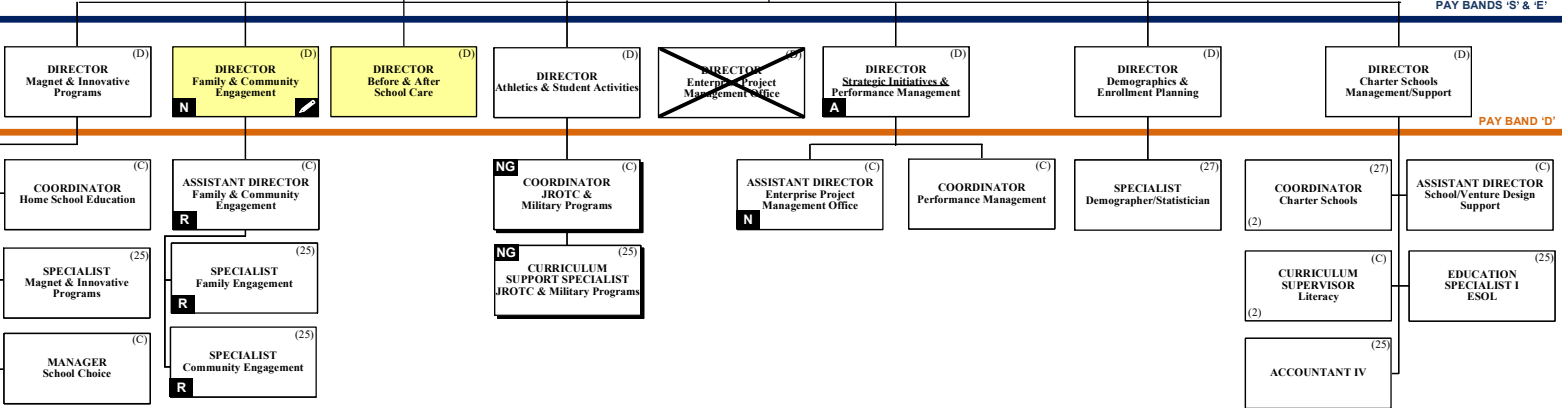
THE SCHOOL BOARD OF BROWARD COUNTY, FL
2026-2027 **PROPOSED** ORGANIZATIONAL CHART

SUPERINTENDENT OF SCHOOLS

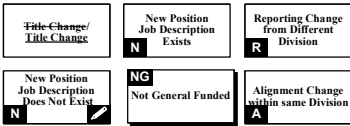
CHIEF STRATEGY & INNOVATION OFFICER (S)

~~EXECUTIVE DIRECTOR
Strategic Initiative
Management~~

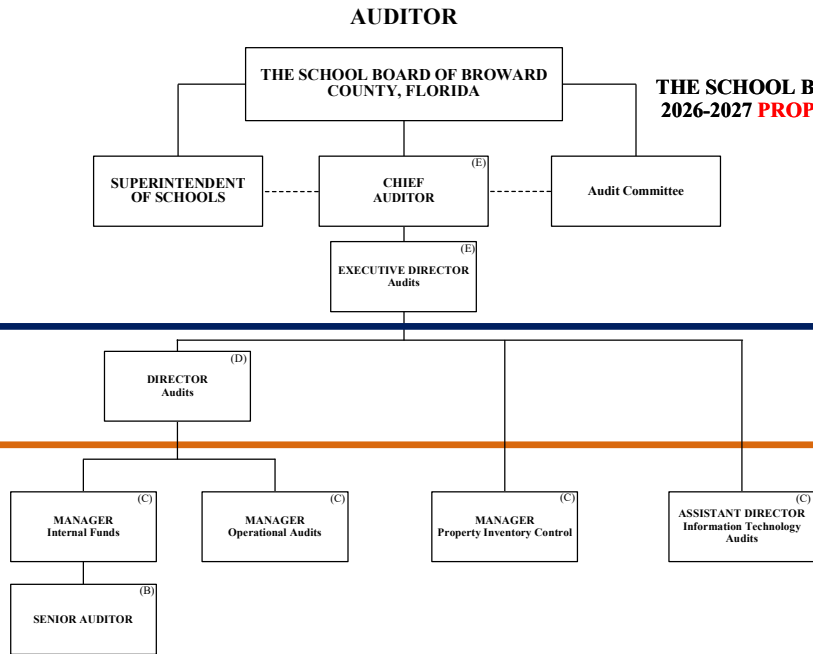
PAY BANDS 'S' & 'E'



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



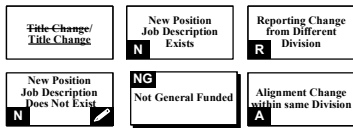
**THE SCHOOL BOARD OF BROWARD COUNTY, FL
2026-2027 PROPOSED ORGANIZATIONAL CHART**



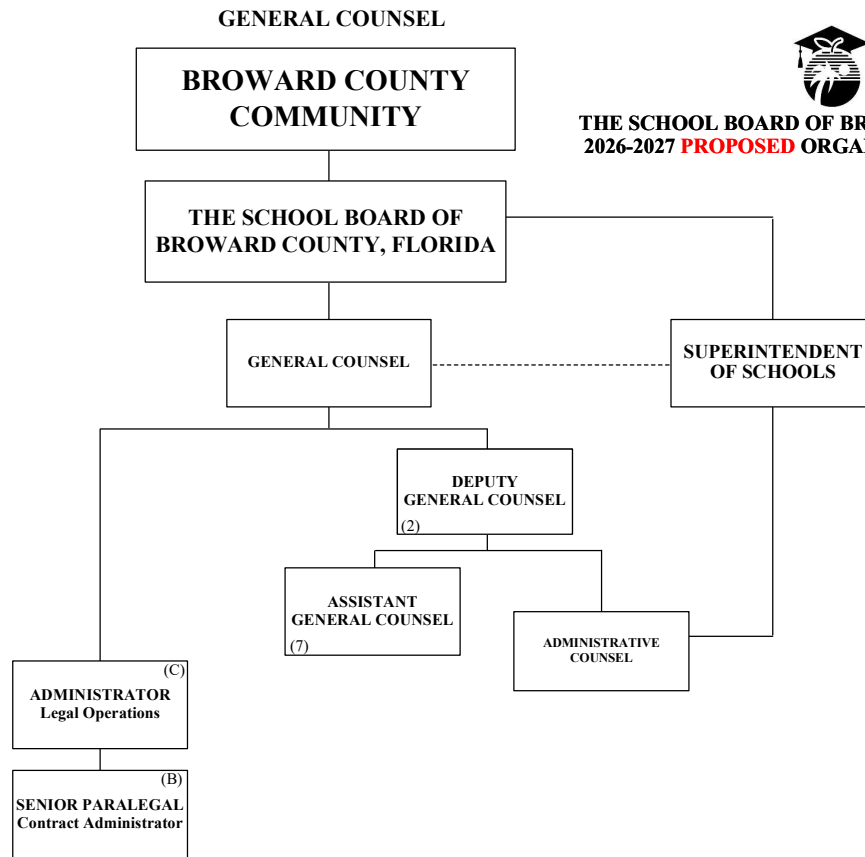
PAY BANDS 'S' & 'E'

PAY BAND 'D'

PAY BANDS 'C' & 'B'



**THE SCHOOL BOARD OF BROWARD COUNTY, FL
2026-2027 PROPOSED ORGANIZATIONAL CHART**



Broward County Public Schools

Central Office Staffing Optimization

Staffing Reduction Workbook · User Guide

01 WORKBOOK OVERVIEW

This workbook supports the Board's review of central office staffing reductions currently under consideration as part of Broward County Public Schools' effort to right-size the district in response to declining enrollment and structural budget pressures. It translates the most recent figures, as of **April 23, 2026**, into position-level detail, showing the estimated savings associated with each proposed reduction and organizing those reductions across multiple analytical lenses — by division, position type, and fund source — so the Board can evaluate the composition and scale of the recommendations with full transparency.

⚠ This workbook is a draft prepared for planning and discussion purposes only. All figures are preliminary and subject to revision. Data reflects a point-in-time snapshot and will continue to evolve as positions are filled, vacated, or reclassified.

02 TABS INCLUDED IN THIS WORKBOOK

User Guide (this tab)	Provides orientation to the workbook — its purpose, how to navigate it, key definitions, and important caveats about the draft nature of the data.
Summary	High-level overview of total positions proposed for reduction and the estimated savings associated with those reductions. Broken out by division, general fund vs. other fund sources and by above/below-the-line classification.
Position Detail	Position-level listing of all reductions under consideration. Includes position title, division, fund type, above/below-the-line designation, and estimated annual savings. Personal identifiers are excluded to protect confidentiality.

03 METHODOLOGY & ASSUMPTIONS

Data Sources	Staffing data provided by HR, Budget, and Finance; externally validated by MGT Consulting and confirmed across all parties.
Savings Calculation	Savings = salary + fringe benefits for each position proposed for reduction that contributes to cost savings. Includes both actively filled roles and vacant positions that are currently funded and contributing to payroll cost.
Active vs. Vacant Positions	All positions active or vacant after 7/1/2025 are included in savings estimates. Positions that were delimited, vacant and/or unfunded before that date are excluded from reported savings figures.

07 DATA DEFINITIONS

Current Position Status	The current classification assigned to a budgeted position in this analysis, such as Cut Filled, Cut Vacant, Delimited, or New / Reclassified.
Cut Filled	A position formally identified for elimination, resulting in the removal of that budgeted role. A position cut equals the elimination of 1.0 FTE.

Cut Vacant	A budgeted position identified for elimination that is vacant at the time of analysis. Vacant positions that became vacant after July 1, 2025, are included in savings calculations; positions vacant prior to that date are excluded.
Delimit	A position that was removed from the budget through prior action. Delimited positions and their associated savings are excluded from this workbook to avoid double-counting.
New / Reclassified	Positions that were either reclassified from a proposed reduction or created as new roles to carry out the work of a reduced position. The costs associated with these positions are deducted from gross savings to calculate net cost savings.
Division	A major organizational unit of the District, typically led by a Chief or Deputy Superintendent.
26_27 Org Chart Page	Page number of the 2026-27 District organizational chart the position can be found on.
Chart Position	In Column C of the detailed positions, "Yes" indicates this position can be found on the District's organizational chart. "No" indicates it is not found on the organizational chart.
Above-the-Line	Positions that appear on the District's organizational chart. Generally includes Chiefs, Deputy Superintendents, Executive Directors, Directors, Managers, etc. These roles carry broader organizational responsibility and higher average compensation.
Below-the-Line	All positions that are not reflected on the organizational chart. Includes administrators, coordinators, specialists, analysts, clerks, paraprofessionals, and other support staff. The majority of District positions are classified as below-the-line.
Position Title	The designated job name for a specific position within the District.
Savings	The estimated annual cost reduction associated with eliminating a position, calculated as salary plus fringe benefits. Savings figures are estimates based on current compensation data and may differ from final realized savings after HR processing.
Fund Source 1	Funding source associated with a position. For split-funded positions, salary and benefits are allocated proportionally to each fund source.
Fund Source 2	Funding source associated with a split-funded position. The corresponding salary and benefits reflect the portion assigned to this fund source.
General Fund	The District's primary operating fund, supported by state per-pupil funding (FEFP) and local property taxes. General fund savings directly reduce the structural deficit that the Board is working to address. Reductions that draw from the general fund have the highest impact on budget solvency. The total General Fund savings shown include referendum-related cost savings.
Special Revenue / Non-General Fund	Positions funded by restricted sources such as federal grants or special revenue streams. Savings from these positions do not directly reduce the general fund deficit but still reduce overall district cost.
Net Salary & Benefits	Total estimated savings after accounting for any offsetting costs — such as role reclassifications or restructuring investments — associated with the reduction.
Central Office	For purposes of this analysis, Central Office includes all non-school-based positions, including counselors, social workers, psychologists, support staff, officials, administrators, and managers. This definition is applied consistently across peer district comparisons. Within the BCPS budget, all positions with a code beginning with "69" are classified as Central Office.

Summary Tables

1.1 Reduced Positions by Position Title by Division	Shows the number of reduced positions, grouped by position title and final position status within each division.
1.2 Calculated in Cost Savings by Position by Division	Shows positions included in cost savings calculations, grouped by position title and final position status within each division.

1.3 Calculated in Cost Savings by Division by Fund Group	Shows positions included in cost savings calculations, summarized by division and fund group, including split-funded positions.
1.4 Sum of Cost Savings by Division & Fund Group	Shows the total cost savings amount, grouped by division and fund group, including split-funded positions.
1.5 Above / Below the Line Cut Positions by Division	Shows reduced positions by division and final position status, categorized as above-the-line or below-the-line.
1.6 Reduced Positions Calculated in Cost Savings	Shows reduced positions by final position status and whether they are included in the cost savings calculations.
1.7 Reclassified / New Positions by Division	Shows positions by division that were either reclassified from proposed reductions or created to assume the responsibilities of reduced positions.
1.8 Comparison to Positions & Cost Savings Shared on 4.21.26	Shows comparison in positions and cost savings shared on 4/21/26. Reflects an increase in general fund cost savings due to updated Budget data and the addition of anticipated fund sources for 25 new and reclassified roles and the inclusion of special referendum funds.
1.9 Above / Below the Line Cost Savings by Page Number	Shows the cost savings by page number as well as broken out by above / below the line positions

1.1 Reduced Positions by Position Title by Division

Count of Position Title Row Labels	Column Labels			Grand Total
	Cut Filled	Cut Vacant	Delimit	
Academics	47	36	2	85
BILINGUAL INTERPRETER-FACILITATOR			1	1
CLERICAL SUPPORT ASSISTANT IV	2		1	3
COMMUNITY LIAISON			1	1
COORDINATOR, TEACHER SUPPORT	2		1	3
CTE INSTRUCTIONAL FACILITATOR	1			1
CURRICULUM SUPERVISOR, CIVIC ENGAGEMENT			1	1
CURRICULUM SUPERVISOR, LITERACY	1			1
DATABASE RESEARCHER IV (PROF)			1	1
DIRECTOR, APPLIED LEARNING (INSTR)	1			1
DIRECTOR, INNOVATIVE LEARNING	1			1
DIRECTOR, PROFESSIONAL LEARNING & DEV			1	1
FINANCIAL SYSTEMS FACILITATOR II	1			1
INCLUSION SPECIALIST, HEAD START-VPK	1			1
INFO MGMT SPCLST (HS/CTR/COMMUNITY)	1			1
INSTRUCTIONAL FACILITATOR	4		5	9
INSTRUCTIONAL FACILITATOR - CIVIC ENGAGE			2	2
INSTRUCTIONAL TECHNOLOGY FACILITATOR	2			3
JOB COACH	1			1
OFFICE MANAGER CONF)	1			1
OFFICE MANAGER II-HS COUNTY & TECHNICAL			1	1
PROFESSIONAL DEVELOPMENT SPECIALIST	2		2	4
PROJECT MGR, TECHNOLOGY & INSTRUCTION	1			1
RESEARCH SPECIALIST	2			2
SCHOOL SOCIAL WORKER			1	1
STAFF ASSISTANT	1			1
SYSTEMS ANALYST III	3			3
SYSTEMS FACILITATOR - TALENT DEVELOPMENT	1			1

TEACHER-CURRICULUM FACILITATOR		1		1
TEACHER-GRANT FACILITATOR		1		1
TEACHER-INDUCTION COACH	3	4		7
TEACHER-INSTRUCTIONAL FACILITATOR	6			6
TEACHER-INSTRUCTIONAL SPECIALIST	2	4		6
TEACHER-INSTRUCTIONAL TECH FACILITATOR	2			2
TEACHER-PEER REVIEWER		1		1
TEACHER-STAFF DEVELOPER	5	6	1	12
TRAINING ANALYST		1		1
Chief of Staff & Communications	20	2		22
ACCOUNTING SPECIALIST II	1			1
CLERICAL SUPPORT ASSISTANT IV	2			2
CLERK SPECIALIST B (CONF)		1		1
CLOSED CAPTIONING SPECIALIST	1			1
COORDINATOR, STRATEGIC PARTNERSHIPS	1			1
DEPARTMENT SECRETARY (CONF)	1			1
DIRECTOR, STRATEGIC PARTNERSHIPS	1			1
ELECTRONIC TECHNICIAN-ITV JOURNEYPerson	4	1		5
EXEC DIR, FAMILY & COMMUNITY ENGMNT	1			1
MANAGER II, PRODUCTION	1			1
MANAGER II, SCHOOL SERVICES	1			1
MARKETING SPECIALIST, STRATEGIC P'SHIPS	1			1
SPECIALIST, COMMUNICATIONS	1			1
SPECIALIST, COMMUNICATIONS (PROF)	1			1
SPECIALIST, SOCIAL MEDIA	1			1
SUPERVISOR I, PRINTING SERVICES	1			1
TV PRODUCTION ASSISTANT	1			1
Deputy Superintendent		1		1
EXECUTIVE SECRETARY		1		1
ESE Student Services	121	42	37	200
ADMINISTRATIVE SUPPORT ASSISTANT II	1			1
ADMINISTRATIVE SUPPORT ASSISTANT IV	1			1
ASSISTIVE TECHNOLOGY PROGRAM SPECIALIST		1		1

BEHAVIOR PROGRAM SPECIALIST	4			4
BEHAVIORAL TECHNICIAN		1		1
CLERICAL SUPPORT ASSISTANT III	1			1
CLERICAL SUPPORT ASSISTANT IV	2	2	3	7
CLERK SPEC IV (COUNTY)			1	1
CLERK SPECIALIST B (CONF)	1			1
CLERK SPECIALIST B (CONFIDENTIAL)	1			1
CLINICAL NURSE (PROF)	1	1		2
CLINICAL NURSING SUPERVISOR (SUPV)	1	1		2
COMMUNITY LIAISON	6			6
COORDINATOR, DISTRICT ATTENDANCE	1			1
COORDINATOR, MENTAL HEALTH SERVICES		1		1
COORDINATOR, PREVENTION AND MENTOR PROGRAMS	1			1
COORDINATOR, SUICIDE PREVENTION	2	1		3
DATA ENTRY OPERATOR I (COUNTY)		1		1
DIRECTOR, COORD STUDENT HEALTH SVCS		1		1
DIRECTOR, MENTAL HEALTH SERVICES	1			1
DISTRICT COORDINATOR-PSYCHOLOGICAL SVCS	1			1
EDUC INTERPRETER DEAF/HARD OF HEARING II			1	1
ELEMENTARY SCHOOL COUNSELOR	11	1	1	13
ESE PROGRAM SPECIALIST		2		2
ESE PROGRAM SPECIALIST-PARENT LIAISON			1	1
EXECUTIVE DIRECTOR, ESE	1			1
FAMILY COUNSELOR	3			3
FAMILY COUNSELOR-ESE		5		5
HEALTH TECHNICIAN I	2		2	4
INSTRUCTIONAL FACILITATOR	9	5		14
MEDICAID SPECIALIST			1	1
OFC MGR.II (CTY & VOC)	1			1
OFFICE MANAGER (CONF)	1		1	2
PROFESSIONAL DEVELOPMENT SPECIALIST			1	1
REGISTERED NURSE, SCHOOL HEALTH			4	4
SCHOOL PSYCHOLOGIST			11	11

SCHOOL SOCIAL WORKER		7		7
SECONDARY SCHOOL COUNSELING DIRECTOR-HS		1		1
SERVICE MANAGER RECOVERY		1		1
SPECIALIST, OUTREACH SUPPORT	1			1
SPECL, POSITIVE BEHAVIOR INTERVENTIONS	8			8
SPEECH LANGUAGE PATHOLOGIST			5	5
SPEECH/LANGUAGE PROGRAM SPECIALIST		1		1
STUDENT SUPPORT INST. SPECIALIST	37	1	2	40
SUPERVISOR, MENTAL HEALTH SERVICES	2			2
TEACHER ON SPECIAL ASSIGNMNT(SUICIDE PRE	4			4
TEACHER-BEHAVIORAL SUPPORT	13	2		15
TEACHER-CASE MANAGER	1			1
TEACHER-DEAF & HARD OF HEARING		2	1	3
TEACHER-ESE SPEC FIELD COACH	1			1
TEACHER-ESE SPECIALIST	1	2		3
TEACHER-ESE VISUALLY IMPAIRED		1	1	2
TEACHER-TRANSITION SERVICES ESE			1	1
TECHNOLOGY SUPPORT SPECIALIST II		1		1
Finance	21	18	6	45
ACCOUNTANT V		1		1
ACCOUNTING SPECIALIST II	1	1		2
ASST DIR, ACCOUNTING & FINANCIAL REPORTING			1	1
BUDGET ANALYST IV	1			1
BUDGET ANALYST IV (NON UNION)		1		1
BUDGET SUPPORT SPECIALIST (COUNTY)	13	2		15
BUSINESS ANALYST		1		1
CAPITAL BUDGET ANALYST IV	1			1
CLERICAL SUPPORT ASSISTANT II		1		1
CLERICAL SUPPORT ASSISTANT IV	1			1
CLERK SPEC III (COUNTY)		1		1
COUNSELOR EAP (NON-UNION)		1	2	3
DEPARTMENT SECRETARY (CONF)	1			1
DIRECTOR, BUDGET	1			1

DIRECTOR, WORKERS COMPENSATION	1			1
FINANCIAL SYSTEMS FACILITATOR II		1		1
FINANCIAL SYSTEMS INTEGRATOR			1	1
GRANTS ADMINISTRATOR SPECIALIST (PROF)		1		1
GRANTS WRITER		1		1
OFFICE MANAGER (CONF)	1			1
SENIOR PAYROLL ANALYST		1		1
SENIOR SPECIALIST, ACCOUNTS PAYABLE		1		1
SPECIALIST, ACCOUNTS PAYABLE		2		2
SPECIALIST, PAYROLL			1	1
SPECIALIST, PAYROLL OPERATIONS		1		1
SYSTEMS ANALYST III			1	1
WORKERS COMP MEDICAL CASE MANAGER		1		1
Human Resources	14	7	6	27
CLERICAL SUPPORT ASSISTANT IV	1			1
CLERK SPECIALIST A (CONF)		1		1
CLERK SPECIALIST B (CONF)		1		1
COMPENSATION ANALYST	2			2
COMPLIANCE ADMINISTRATOR III (NON-UNION)	1			1
COORDINATOR EVALUATION	1			1
COORDINATOR, NONINSTR DEVELOPMENT	1			1
DEPARTMENT SECRETARY (CONF)	1			1
DIRECTOR, HR OPERATIONS	1			1
EXEC DIR, PROF STANDARDS/LABOR RELATIONS	1			1
HR ADMINISTRATOR III (SUPV)			1	1
HR ADMINISTRATOR III (SUPV) - INST STAFF			1	1
HR SUPPORT SERVICES SPECIALIST		1		1
HUMAN RESOURCES ADMINISTRATOR I			1	1
HUMAN RESOURCES ADMINISTRATOR II		1		1
HUMAN RESOURCES ADMINISTRATOR III		1		1
MANAGER, COMPENSATION	1			1
OFFICE MANAGER (CONF)	1			1
SENIOR SPECIALIST, HR SUPPORT SERVICES	1	1	1	3

SPECIALIST, HR SUPPORT SERVICES			2	2
SUPERVISOR, HR SUPPORT SERVICES	2	1		3
Information Systems	9	11	8	28
ACCOUNTING SPECIALIST I			1	1
ADMINISTRATIVE SUPPORT ASSISTANT IV	1		1	2
ADMINISTRATOR, ERP COMPLIANCE	1			1
ASSISTANT DIRECTOR, STUDENT INFO SYS	1			1
ASST DIRECTOR, TECHNOLOGY SUPPORT CENTER		1		1
COMPUTER OPERATOR II			1	1
ELEC TECH JNYMN COMPUTERS	2			2
IT BUSINESS ANALYST			1	1
IT NETWORK SUPPORT I			1	1
MANAGER, DATABASE ADMINISTRATION	1			1
NETWORK ANALYST II			1	1
OPERATIONS SPECIALIST IV		1	1	2
PROCESS ANALYST, PAYROLL		1		1
SECURITY ANALYST			1	1
SOFTWARE ENGINEER		3		3
SR PROJECT MGR TECH, PROJECT MGMT OFFICE	1			1
SUPERVISOR, RECORDS RETENTION	1			1
SYSTEMS ANALYST IV		1		1
SYSTEMS ENGINEER		1		1
SYSTEMS SUPPORT SPECIALIST II	1			1
TECHNOLOGY SUPPORT SPECIALIST II		1		1
TECHNOLOGY SUPPORT TECHNICIAN II		2		2
Operations	63	160	143	366
A/C & REF MECH JNYMN	1	4		5
A/C & REFRIGERATION MECHANIC APPRENTICE	1	1		2
ACCOUNTANT I (PROF)			1	1
ACCOUNTING SPECIALIST II	1	1		2
APPRENTICE ALL TRADES, AUTO TRUCK MECHNC			1	1
AREA SUPERVISOR II, FOOD SERVICE		2		2
AREA SUPERVISOR, FOOD AND NUTRITION SERV		1		1

ASSISTANT CHIEF BUILDING OFFICIAL		1		1
ASSISTANT DIRECTOR, FOOD & NUTRITION SERVICES		1		1
AUTO & TRUCK MECHANIC (JRNYPRSN)		2	6	8
BUDGET SUPPORT SPECIALIST (COUNTY)		1		1
BUDGETKEEPER II			1	1
BUS ATTENDANT		26	43	69
BUS OPERATOR		19		19
BUS OPERATOR-SPECIAL NEEDS		8		8
BUS OPERATOR-TRANSP DISPATCHER (C)			1	1
BUS OPERATOR-TRANSP DISPATCHER (N)			1	1
BUS OPERATOR-TRANSPORTATION SPECIALIST		3	1	4
BUS OPERATOR-TRANSPORTATION TRAINER			2	2
CAD DRAFTSPERSON "D" (PROF)		1		1
CAF & INDUSTRIAL ARTS REP JOURNEYMAN	1			1
CAF&IND ARTS REP JNYMN	1			1
CARPENTER - JOURNEYMAN	3	1		4
CHIEF FACILITIES OFFICER		1		1
CLERICAL SUPPORT ASSISTANT II			2	2
CLERICAL SUPPORT ASSISTANT III			5	5
CLERICAL SUPPORT ASSISTANT IV	11	4		15
CLERK SPECIALIST A (CONF)			2	2
CLERK SPECIALIST B			1	1
CLERK SPECIALIST B (CONF)	2			2
COORDINATOR WARRANTY/ASSET	1			1
COORDINATOR, SUPPLIER & OUTREACH PROGRAM		1		1
CUSTOMER SERVICE SPECIALIST III		1		1
DATA ENTRY OPERATOR I (COUNTY)		1		1
DATA ENTRY OPERATOR II (COUNTY)			1	1
DATABASE RESEARCH ASSISTANT			1	1
DEPARTMENT SECRETARY (CONF)	2	1		3
DIRECTOR, BUSINESS SUPPORT CENTER	1			1
ELEC TECH JNYMN COM EQUIP		2		2
ELECTRICIAN - JOURNEYMAN	3	3		6

EXEC DIR, PROCUREMENT & LOGISTIC OPS	1			1
EXECUTIVE SECRETARY - DEPUTY SUPT			1	1
FACILITIES SERVICEPERSON	1	6	2	9
FACILITIES SERVICEPERSON & GROUNDS MAINT		1		1
FINANCIAL SYSTEMS FACILITATOR I		2		2
FOOD SERVICE ASSISTANT MANAGER III			1	1
FOOD SERVICE COOK & BAKER IIA			9	9
FOOD SERVICE GENERAL WORKER			3	3
FOOD SERVICE MANAGER - ELEMENTARY		1	1	2
FOOD SERVICE MANAGER - HIGH			1	1
FOOD SERVICE MANAGER - MIDDLE			1	1
FOREMAN-CARPENTER/MASON		1		1
FOREMAN-HEAVY EQUIPMENT OPERATOR		1		1
GARAGE SERVICEPERSON			1	1
GENERAL MAINTENANCE & REPAIR PERSON	1	3		4
GENERAL MAINTENANCE AND REPAIR PERSON		1		1
HD FACIL SERVPER HIGH/VOC			1	1
HEAD FACILITIES SERVICEPERSON HIGH/VOC			1	1
LABORER	2	12	1	15
LABORER VEHICLE MAINT		1	1	2
LEADMAN - VEHICLE MAINTENANCE			2	2
LEADMAN ROOFER		1		1
LEADMAN UTILITY SERVICE		1		1
MAIL SERVICE TRUCK DRIVER		1		1
MANAGER, BUSINESS PROCESS & PERF IMP.	1			1
MANAGER, ENVIRONMENTAL CONSERVATION	1			1
MASON/TILE SETTER (JNYMN)	1			1
MASON/TILE SETTER APPRENTICE	1			1
MINORITY-WOMEN (M-WBE) SPECIALIST III			1	1
NETWORK ANALYST I		1		1
OFFICE MANAGER (CONF)	1			1
OPERATIONS SPECIALIST I			4	4
PAINT & BODY SERVICEPERSON			1	1

PAINTER - JOURNEYMAN	4			4
PEST & WEED CONT OP CERT		1		1
PEST CONTROL APPLICATOR		2		2
PLANNER, GROWTH MANAGEMENT MONITORING		1		1
PLUMBER - JOURNEYMAN	3	2		5
PLUMBER APPRENTICE		2		2
PROCESS ANALYST - PROCUREMENT & WHS		1		1
PROJECT MANAGER II, GUARANTEED NRG PERF	1			1
PUMP SERVICER		2		2
PUMP SERVICER APPRENTICE		1		1
PURCHASING AGENT I			1	1
PURCHASING AGENT I (PROF)	2		1	3
PURCHASING AGENT III			1	1
PURCHASING AGENT III (PROF)			1	1
PURCHASING AGENT IV	1			1
REAL PROPERTY ANALYST		1		1
RELIEF BUS OPERATOR		8	29	37
ROOFER	3	1		4
ROUTE PLANNER		1		1
SCHEDULER, PHYSICAL PLANT OPERATIONS		1	1	2
SENIOR PROCESS ANALYST	1			1
SPEC, AMERICANS WITH DISABILITIES ACT		1		1
SPECIALIST PPO TRAINING	1			1
SPECIALIST QA - CUSTODIAL (PROF)		3		3
SPECIALIST, SAFETY TRAINING	1			1
SR PLANS EXAMINER/INSPECTOR FIRE SAFETY		1		1
STOCK CLERK			2	2
STOCK CLERK P & I		1		1
STOCKROOM ASSISTANT		1		1
STOCKROOM SERVICEPERSON			2	2
SUPERVISOR II, TRAINING OPERATIONS	1			1
SUPERVISOR III, OFFICE OPS - DATA ENTRY		1		1
SUPERVISOR, HR SUPPORT SERVICES			1	1

SUPERVISOR, SPECIAL NEEDS TRANSPORTATION		1		1
TECHNICAL SUPPORT ANALYST I			1	1
TRACTOR-MOWER OPER	1	1		2
UTILITY SERVICEPERSON	2	2		4
UTILITY SERVICEPERSON - DISTRICT		2		2
VEHICLE UPHOLSTERY AND GLASS INSTALLER			2	2
WAREHOUSE SERVICEPERSON	3	1		4
WAREHOUSE TRUCK DRIVER	1			1
WATER TREATMENT SERVPRSN		1		1
WELDER - JOURNEYMAN		1		1
Regional / Transformation	3	2	4	9
CLERICAL SUPPORT ASSISTANT III			1	1
CLERK SPECIALIST B		1		1
COMMUNITY LIAISON			3	3
DIRECTOR, ELEMENTARY SCHLS (CENTRAL RGN)	1			1
DIRECTOR, ELEMENTARY SCHLS (NORTH RGN)	1			1
DIRECTOR, ELEMENTARY SCHLS (SOUTH RGN)	1			1
JOB COACH		1		1
Safety & Security	4	2	9	15
ADMINISTRATIVE SUPPORT ASSISTANT IV		1		1
CLERK SPECIALIST B			2	2
COORDINATOR, SCHOOL SAFETY COMPLIANCE	1			1
DEPARTMENT SECRETARY (CONF)	1			1
SECURITY SPECIALIST			7	7
TEACHER-STAFF DEVELOPER	2	1		3
Strategy & Innovation	5	6		11
CLERICAL SUPPORT ASSISTANT III	1			1
CLERICAL SUPPORT ASSISTANT IV		1		1
COMPUTER OPERATOR I		1		1
DIR, ENTERPRISE PROJECT MANAGEMENT OFFC	1			1
EXEC DIRECTOR, STRATEGIC INIT. MGMT	1			1
FAC SVP & GROUNDS MAINT		1		1
INSTRUCTIONAL FACILITATOR		2		2

PROGRAM SUPERVISOR, BASCC	2			2
TEACHER-ON SPECIAL ASSIGNMENT		1		1
Grand Total	307	287	215	809

1.2 Calculated Cost Savings by Position by Division

Calculated Cost Savings	YES
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Sum of Total Salary & Benefits Row Labels	Column Labels			
	Cut Filled	Cut Vacant	Reclassified / New	Grand Total
Academics	\$ 4,315,011.21	\$ 2,564,051.00	\$ (437,281.34)	\$ 6,441,780.87
BILINGUAL INTERPRETER-FACILITATOR		\$ 58,449.33		\$ 58,449.33
CLERICAL SUPPORT ASSISTANT IV	\$ 117,058.33	\$ 67,009.29		\$ 184,067.62
COORDINATOR, TEACHER SUPPORT	\$ 246,599.45			\$ 246,599.45
CTE INSTRUCTIONAL FACILITATOR	\$ 83,130.17			\$ 83,130.17
CURRICULUM SUPERVISOR, CIVIC ENGAGEMENT		\$ 144,566.52		\$ 144,566.52
CURRICULUM SUPERVISOR, LITERACY	\$ 126,768.29			\$ 126,768.29
DATABASE RESEARCHER IV (PROF)		\$ 104,641.27		\$ 104,641.27
DIRECTOR, APPLIED LEARNING (INSTR)	\$ 149,809.17			\$ 149,809.17
DIRECTOR, INNOVATIVE LEARNING	\$ 176,086.58			\$ 176,086.58
DIRECTOR, PROFESSIONAL LEARNING & DEV		\$ 176,271.58		\$ 176,271.58
FINANCIAL SYSTEMS FACILITATOR II	\$ 74,637.57			\$ 74,637.57
INCLUSION SPECIALIST, HEAD START-VPK	\$ 77,532.31			\$ 77,532.31
INFO MGMT SPCLST (HS/CTR/COMMUNITY)	\$ 57,610.48			\$ 57,610.48
INSTRUCTIONAL FACILITATOR	\$ 333,271.37	\$ 168,681.62		\$ 501,952.98
INSTRUCTIONAL FACILITATOR - CIVIC ENGAGE		\$ 172,801.00		\$ 172,801.00
INSTRUCTIONAL TECHNOLOGY FACILITATOR	\$ 161,439.51			\$ 161,439.51
JOB COACH	\$ 52,166.38			\$ 52,166.38
OFFICE MANAGER CONF)	\$ 80,627.34			\$ 80,627.34
OFFICE MANAGER II-HS COUNTY & TECHNICAL		\$ 71,042.89		\$ 71,042.89
PROFESSIONAL DEVELOPMENT SPECIALIST	\$ 199,078.91	\$ 113,597.03		\$ 312,675.93
PROJECT MGR, TECHNOLOGY & INSTRUCTION	\$ 120,194.26			\$ 120,194.26
RESEARCH SPECIALIST	\$ 246,406.52			\$ 246,406.52
STAFF ASSISTANT	\$ 128,034.82			\$ 128,034.82
SYSTEMS ANALYST III	\$ 340,083.70			\$ 340,083.70
SYSTEMS FACILITATOR - TALENT DEVELOPMENT	\$ 70,431.42			\$ 70,431.42
TEACHER-INDUCTION COACH	\$ 247,244.48	\$ 346,975.78		\$ 594,220.26
TEACHER-INSTRUCTIONAL FACILITATOR	\$ 529,153.00			\$ 529,153.00

TEACHER-INSTRUCTIONAL SPECIALIST	\$ 148,375.39	\$ 406,788.84	\$ 555,164.23
TEACHER-INSTRUCTIONAL TECH FACILITATOR	\$ 136,176.16		\$ 136,176.16
TEACHER-PEER REVIEWER		\$ 103,261.83	\$ 103,261.83
TEACHER-STAFF DEVELOPER	\$ 413,095.61	\$ 508,395.35	\$ 921,490.96
TRAINING ANALYST		\$ 121,568.67	\$ 121,568.67
ACADEMIC OPERATIONS & STRATEGIC PROJECT COORDINATOR			\$ (128,826.88) \$ (128,826.88)
DIRECTOR, INSTRUCTIONAL INNOVATION & DIGITAL LEARNING			\$ (169,709.56) \$ (169,709.56)
PROGRAM MGR, TECHNOLOGY & SUPPORT			\$ (138,744.91) \$ (138,744.91)
Chief of Staff & Communications	\$ 2,119,129.15	\$ 171,808.35	\$ (248,915.56) \$ 2,042,021.94
ACCOUNTING SPECIALIST II	\$ 71,871.22		\$ 71,871.22
CLERICAL SUPPORT ASSISTANT IV	\$ 120,507.72		\$ 120,507.72
CLERK SPECIALIST B (CONF)		\$ 75,887.94	\$ 75,887.94
CLOSED CAPTIONING SPECIALIST	\$ 73,453.87		\$ 73,453.87
COORDINATOR, STRATEGIC PARTNERSHIPS	\$ 126,975.02		\$ 126,975.02
DEPARTMENT SECRETARY (CONF)	\$ 83,285.65		\$ 83,285.65
DIRECTOR, STRATEGIC PARTNERSHIPS	\$ 177,403.10		\$ 177,403.10
ELECTRONIC TECHNICIAN-ITV JOURNEYPERSON	\$ 405,077.73	\$ 95,920.41	\$ 500,998.14
EXEC DIR, FAMILY & COMMUNITY ENGMNT	\$ 190,061.79		\$ 190,061.79
MANAGER II, PRODUCTION	\$ 143,875.02		\$ 143,875.02
MANAGER II, SCHOOL SERVICES	\$ 116,598.21		\$ 116,598.21
MARKETING SPECIALIST, STRATEGIC P'SHIPS	\$ 84,671.36		\$ 84,671.36
SPECIALIST, COMMUNICATIONS	\$ 134,950.15		\$ 134,950.15
SPECIALIST, COMMUNICATIONS (PROF)	\$ 108,077.68		\$ 108,077.68
SPECIALIST, SOCIAL MEDIA	\$ 92,070.62		\$ 92,070.62
SUPERVISOR I, PRINTING SERVICES	\$ 115,038.37		\$ 115,038.37
TV PRODUCTION ASSISTANT	\$ 75,211.64		\$ 75,211.64
MANAGER, MARKETING			\$ (124,457.78) \$ (124,457.78)
MANAGER, MEDIA & COMMUNITY RELATIONS			\$ (124,457.78) \$ (124,457.78)
ESE Student Services	\$ 10,534,128.90	\$ 3,576,248.81	\$ (591,877.30) \$ 13,518,500.41
ADMINISTRATIVE SUPPORT ASSISTANT II	\$ 39,493.36		\$ 39,493.36
ADMINISTRATIVE SUPPORT ASSISTANT IV	\$ 62,844.94		\$ 62,844.94
ASSISTIVE TECHNOLOGY PROGRAM SPECIALIST		\$ 119,002.37	\$ 119,002.37
BEHAVIOR PROGRAM SPECIALIST	\$ 351,785.52		\$ 351,785.52

BEHAVIORAL TECHNICIAN		\$ 49,272.70		\$ 49,272.70
CLERICAL SUPPORT ASSISTANT III	\$ 54,559.62			\$ 54,559.62
CLERICAL SUPPORT ASSISTANT IV	\$ 125,029.58	\$ 127,237.62		\$ 252,267.20
CLERK SPECIALIST B (CONF)	\$ 69,485.16			\$ 69,485.16
CLERK SPECIALIST B (CONFIDENTIAL)	\$ 73,518.31			\$ 73,518.31
CLINICAL NURSE (PROF)	\$ 124,897.23	\$ 96,535.26		\$ 221,432.49
CLINICAL NURSING SUPERVISOR (SUPV)	\$ 131,624.41	\$ 112,242.50		\$ 243,866.91
COMMUNITY LIAISON	\$ 333,736.29			\$ 333,736.29
COORDINATOR, DISTRICT ATTENDANCE	\$ 118,160.37			\$ 118,160.37
COORDINATOR, MENTAL HEALTH SERVICES		\$ 137,411.19		\$ 137,411.19
COORDINATOR, PREVENTION AND MENTOR PROGRAMS	\$ 142,267.37			\$ 142,267.37
COORDINATOR, SUICIDE PREVENTION	\$ 237,080.28			\$ 237,080.28
DATA ENTRY OPERATOR I (COUNTY)		\$ 54,757.81		\$ 54,757.81
DIRECTOR, COORD STUDENT HEALTH SVCS		\$ 171,191.37		\$ 171,191.37
DIRECTOR, MENTAL HEALTH SERVICES	\$ 180,349.16			\$ 180,349.16
DISTRICT COORDINATOR-PSYCHOLOGICAL SVCS	\$ 122,558.66			\$ 122,558.66
ELEMENTARY SCHOOL COUNSELOR	\$ 983,443.91	\$ 86,408.39		\$ 1,069,852.30
ESE PROGRAM SPECIALIST		\$ 191,344.83		\$ 191,344.83
EXECUTIVE DIRECTOR, ESE	\$ 196,391.15			\$ 196,391.15
FAMILY COUNSELOR	\$ 268,808.36			\$ 268,808.36
FAMILY COUNSELOR-ESE		\$ 420,633.20		\$ 420,633.20
HEALTH TECHNICIAN I	\$ 93,402.18			\$ 93,402.18
INSTRUCTIONAL FACILITATOR	\$ 768,332.91	\$ 446,198.42		\$ 1,214,531.33
OFC MGR.II (CTY & VOC)	\$ 75,002.86			\$ 75,002.86
OFFICE MANAGER (CONF)	\$ 80,472.88			\$ 80,472.88
SCHOOL SOCIAL WORKER		\$ 577,415.32		\$ 577,415.32
SECONDARY SCHOOL COUNSELING DIRECTOR-HS		\$ 97,719.55		\$ 97,719.55
SPECIALIST, OUTREACH SUPPORT	\$ 125,241.14			\$ 125,241.14
SPECL, POSITIVE BEHAVIOR INTERVENTIONS	\$ 870,201.69		\$ (455,381.46)	\$ 414,820.23
SPEECH/LANGUAGE PROGRAM SPECIALIST		\$ 116,567.29		\$ 116,567.29
STUDENT SUPPORT INST. SPECIALIST	\$ 2,946,874.86	\$ 89,910.84		\$ 3,036,785.70
SUPERVISOR, MENTAL HEALTH SERVICES	\$ 225,269.62			\$ 225,269.62
TEACHER ON SPECIAL ASSIGNMNT(SUICIDE PRE	\$ 316,146.01			\$ 316,146.01

TEACHER-BEHAVIORAL SUPPORT	\$ 1,174,843.04	\$ 180,688.87		\$ 1,355,531.91
TEACHER-CASE MANAGER	\$ 78,671.18			\$ 78,671.18
TEACHER-DEAF & HARD OF HEARING		\$ 159,012.92		\$ 159,012.92
TEACHER-ESE SPEC FIELD COACH	\$ 80,270.93			\$ 80,270.93
TEACHER-ESE SPECIALIST	\$ 83,365.91	\$ 184,498.27		\$ 267,864.18
TEACHER-ESE VISUALLY IMPAIRED		\$ 86,369.84		\$ 86,369.84
TECHNOLOGY SUPPORT SPECIALIST II		\$ 71,830.27		\$ 71,830.27
ASSISTANT DIRECTOR, ESE			\$ (136,495.84)	\$ (136,495.84)
Finance	\$ 1,800,602.92	\$ 845,676.69	\$ (699,687.63)	\$ 1,946,591.98
ACCOUNTING SPECIALIST II	\$ 70,431.42	\$ 71,429.94		\$ 141,861.36
BUDGET ANALYST IV	\$ 112,881.20			\$ 112,881.20
BUDGET SUPPORT SPECIALIST (COUNTY)	\$ 930,654.05	\$ 146,691.57		\$ 1,077,345.61
CAPITAL BUDGET ANALYST IV	\$ 125,241.14			\$ 125,241.14
CLERICAL SUPPORT ASSISTANT II		\$ 54,187.79		\$ 54,187.79
CLERICAL SUPPORT ASSISTANT IV	\$ 57,610.48			\$ 57,610.48
COUNSELOR EAP (NON-UNION)		\$ 96,288.37		\$ 96,288.37
DEPARTMENT SECRETARY (CONF)	\$ 76,782.14			\$ 76,782.14
DIRECTOR, BUDGET	\$ 186,897.13			\$ 186,897.13
DIRECTOR, WORKERS COMPENSATION	\$ 164,238.08			\$ 164,238.08
FINANCIAL SYSTEMS FACILITATOR II		\$ 76,348.43		\$ 76,348.43
GRANTS ADMINISTRATOR SPECIALIST (PROF)		\$ 9,091.41		\$ 9,091.41
GRANTS WRITER		\$ 41,450.19		\$ 41,450.19
OFFICE MANAGER (CONF)	\$ 75,867.29			\$ 75,867.29
SENIOR SPECIALIST, ACCOUNTS PAYABLE		\$ 89,871.81		\$ 89,871.81
SPECIALIST, ACCOUNTS PAYABLE		\$ 140,515.49		\$ 140,515.49
WORKERS COMP MEDICAL CASE MANAGER		\$ 119,801.71		\$ 119,801.71
SPECIALIST, BOARD GOVERNANCE			\$ (113,845.37)	\$ (113,845.37)
VENDOR MANAGEMENT SPECIALIST			\$ (105,027.29)	\$ (105,027.29)
EXECUTIVE DIRECTOR, BUDGET			\$ (207,359.98)	\$ (207,359.98)
ASSISTANT DIRECTOR, WORKERS COMPENSATION			\$ (148,997.22)	\$ (148,997.22)
MANAGER CONTRACT ADMINISTRATION			\$ (124,457.78)	\$ (124,457.78)
Human Resources	\$ 1,674,151.81	\$ 393,173.19	\$ (592,792.90)	\$ 1,474,532.10
CLERICAL SUPPORT ASSISTANT IV	\$ 59,446.08			\$ 59,446.08

CLERK SPECIALIST A (CONF)		\$ 73,807.01		\$ 73,807.01
COMPENSATION ANALYST	\$ 241,820.21			\$ 241,820.21
COMPLIANCE ADMINISTRATOR III (NON-UNION)	\$ 101,483.81			\$ 101,483.81
COORDINATOR EVALUATION	\$ 136,835.36			\$ 136,835.36
COORDINATOR, NONINSTR DEVELOPMENT	\$ 138,742.88			\$ 138,742.88
DEPARTMENT SECRETARY (CONF)	\$ 70,328.64			\$ 70,328.64
DIRECTOR, HR OPERATIONS	\$ 183,782.38			\$ 183,782.38
EXEC DIR, PROF STANDARDS/LABOR RELATIONS	\$ 219,896.20			\$ 219,896.20
HUMAN RESOURCES ADMINISTRATOR II		\$ 92,462.85		\$ 92,462.85
HUMAN RESOURCES ADMINISTRATOR III		\$ 102,805.55		\$ 102,805.55
MANAGER, COMPENSATION	\$ 181,352.63			\$ 181,352.63
OFFICE MANAGER (CONF)	\$ 70,149.69			\$ 70,149.69
SENIOR SPECIALIST, HR SUPPORT SERVICES	\$ 74,601.98			\$ 74,601.98
SUPERVISOR, HR SUPPORT SERVICES	\$ 195,711.95	\$ 124,097.78		\$ 319,809.73
DIRECTOR, LABOR RELATIONS			\$ (169,709.56)	\$ (169,709.56)
HR ADMINISTRATOR III			\$ (423,083.34)	\$ (423,083.34)
Information Systems	\$ 999,834.79	\$ 888,724.82		\$ 1,888,559.61
ADMINISTRATIVE SUPPORT ASSISTANT IV	\$ 60,531.77			\$ 60,531.77
ADMINISTRATOR, ERP COMPLIANCE	\$ 128,219.95			\$ 128,219.95
ASSISTANT DIRECTOR, STUDENT INFO SYS	\$ 145,976.90			\$ 145,976.90
ELEC TECH JNYMN COMPUTERS	\$ 192,101.37			\$ 192,101.37
MANAGER, DATABASE ADMINISTRATION	\$ 125,575.63			\$ 125,575.63
OPERATIONS SPECIALIST IV		\$ 69,010.56		\$ 69,010.56
PROCESS ANALYST, PAYROLL		\$ 128,974.95		\$ 128,974.95
SOFTWARE ENGINEER		\$ 336,755.57		\$ 336,755.57
SR PROJECT MGR TECH, PROJECT MGMT OFFICE	\$ 145,891.29			\$ 145,891.29
SUPERVISOR, RECORDS RETENTION	\$ 93,228.73			\$ 93,228.73
SYSTEMS ANALYST IV		\$ 114,098.53		\$ 114,098.53
SYSTEMS SUPPORT SPECIALIST II	\$ 108,309.14			\$ 108,309.14
TECHNOLOGY SUPPORT SPECIALIST II		\$ 68,887.93		\$ 68,887.93
TECHNOLOGY SUPPORT TECHNICIAN II		\$ 170,997.29		\$ 170,997.29
Operations	\$ 5,680,273.26	\$ 7,070,124.54	\$ (445,128.51)	\$ 12,305,269.30
A/C & REF MECH JNYMN	\$ 96,050.69	\$ 99,139.25		\$ 195,189.93

A/C & REFRIGERATION MECHANIC APPRENTICE	\$	148,637.22	\$	80,679.08	\$	229,316.31
ACCOUNTING SPECIALIST II	\$	68,163.16			\$	68,163.16
AREA SUPERVISOR II, FOOD SERVICE			\$	134,981.09	\$	134,981.09
BUDGET SUPPORT SPECIALIST (COUNTY)			\$	68,429.22	\$	68,429.22
BUS ATTENDANT			\$	1,063,858.69	\$	1,063,858.69
BUS OPERATOR			\$	639,520.63	\$	639,520.63
BUS OPERATOR-SPECIAL NEEDS			\$	397,893.44	\$	397,893.44
BUS OPERATOR-TRANSPORTATION SPECIALIST			\$	131,982.39	\$	131,982.39
CAF & INDUSTRIAL ARTS REP JOURNEYMAN	\$	90,948.76			\$	90,948.76
CAF&IND ARTS REP JNYMN	\$	90,948.76			\$	90,948.76
CARPENTER - JOURNEYMAN	\$	266,017.09	\$	95,412.79	\$	361,429.88
CLERICAL SUPPORT ASSISTANT IV	\$	639,299.50	\$	184,872.67	\$	824,172.17
CLERK SPECIALIST B (CONF)	\$	152,176.09			\$	152,176.09
COORDINATOR WARRANTY/ASSET	\$	113,617.99			\$	113,617.99
CUSTOMER SERVICE SPECIALIST III			\$	69,348.29	\$	69,348.29
DATA ENTRY OPERATOR I (COUNTY)			\$	57,954.29	\$	57,954.29
DEPARTMENT SECRETARY (CONF)	\$	165,918.06			\$	165,918.06
DIRECTOR, BUSINESS SUPPORT CENTER	\$	193,201.18			\$	193,201.18
ELEC TECH JNYMN COM EQUIP			\$	201,363.30	\$	201,363.30
ELECTRICIAN - JOURNEYMAN	\$	286,474.64	\$	195,778.79	\$	482,253.43
EXEC DIR, PROCUREMENT & LOGISTIC OPS	\$	313,656.25			\$	313,656.25
FACILITIES SERVICEPERSON	\$	55,189.15	\$	260,610.19	\$	315,799.34
FACILITIES SERVICEPERSON & GROUNDS MAINT			\$	57,848.39	\$	57,848.39
FINANCIAL SYSTEMS FACILITATOR I			\$	133,707.58	\$	133,707.58
FOREMAN-CARPENTER/MASON			\$	110,056.44	\$	110,056.44
FOREMAN-HEAVY EQUIPMENT OPERATOR			\$	108,916.11	\$	108,916.11
GENERAL MAINTENANCE & REPAIR PERSON	\$	71,922.19			\$	71,922.19
LABORER	\$	111,831.03	\$	594,278.95	\$	706,109.98
LABORER VEHICLE MAINT			\$	67,258.61	\$	67,258.61
LEADMAN ROOFER			\$	99,710.31	\$	99,710.31
MAIL SERVICE TRUCK DRIVER			\$	81,310.65	\$	81,310.65
MANAGER, BUSINESS PROCESS & PERF IMP.	\$	144,490.48			\$	144,490.48
MANAGER, ENVIRONMENTAL CONSERVATION	\$	141,807.20			\$	141,807.20

MASON/TILE SETTER (JNYMN)	\$	92,963.86		\$	92,963.86		
MASON/TILE SETTER APPRENTICE	\$	71,552.05		\$	71,552.05		
NETWORK ANALYST I			\$	50,751.83	\$	50,751.83	
OFFICE MANAGER (CONF)	\$	79,586.13		\$	79,586.13		
PAINTER - JOURNEYMAN	\$	348,022.56		\$	348,022.56		
PEST & WEED CONT OP CERT			\$	93,606.86	\$	93,606.86	
PEST CONTROL APPLICATOR			\$	95,066.47	\$	95,066.47	
PLUMBER - JOURNEYMAN	\$	288,152.06	\$	192,505.69	\$	480,657.75	
PROFESSIONAL DEVELOPMENT SPECIALIST				\$	(207,359.98)	\$	(207,359.98)
PROJECT MANAGER II, GUARANTEED NRG PERF	\$	111,357.11			\$	111,357.11	
PUMP SERVICER			\$	190,432.87	\$	190,432.87	
PUMP SERVICER APPRENTICE			\$	87,290.25	\$	87,290.25	
PURCHASING AGENT I (PROF)	\$	151,985.26			\$	151,985.26	
PURCHASING AGENT IV	\$	97,009.59			\$	97,009.59	
REAL PROPERTY ANALYST			\$	111,236.36	\$	111,236.36	
RELIEF BUS OPERATOR			\$	271,420.34	\$	271,420.34	
ROOFER	\$	298,273.71			\$	298,273.71	
ROUTE PLANNER			\$	91,978.37	\$	91,978.37	
SCHEDULER, PHYSICAL PLANT OPERATIONS			\$	99,064.07	\$	99,064.07	
SENIOR PROCESS ANALYST	\$	142,363.55			\$	142,363.55	
SPECIALIST PPO TRAINING	\$	108,077.68			\$	108,077.68	
SPECIALIST, SAFETY TRAINING	\$	128,786.95		\$	(101,272.70)	\$	27,514.25
STOCK CLERK P & I			\$	86,824.85	\$	86,824.85	
STOCKROOM ASSISTANT			\$	138,618.04	\$	138,618.04	
SUPERVISOR II, TRAINING OPERATIONS	\$	101,053.26			\$	101,053.26	
SUPERVISOR III, OFFICE OPS - DATA ENTRY			\$	92,176.90	\$	92,176.90	
SUPERVISOR, SPECIAL NEEDS TRANSPORTATION			\$	126,041.66	\$	126,041.66	
TRACTOR-MOWER OPER	\$	72,803.35	\$	79,987.65	\$	152,791.00	
UTILITY SERVICEPERSON	\$	152,135.41	\$	166,746.36	\$	318,881.77	
WAREHOUSE SERVICEPERSON	\$	213,369.04	\$	81,466.40	\$	294,835.44	
WAREHOUSE TRUCK DRIVER	\$	72,432.26			\$	72,432.26	
WATER TREATMENT SERVPRSN			\$	79,998.41	\$	79,998.41	
COORDINATOR ENERGY & SUSTAINABILITY				\$	(136,495.84)	\$	(136,495.84)

Regional / Transformation	\$ 596,669.10	\$ 78,833.51		\$ 675,502.61
CLERK SPECIALIST B		\$ 78,833.51		\$ 78,833.51
DIRECTOR, ELEMENTARY SCHLS (CENTRAL RGN)	\$ 186,467.85			\$ 186,467.85
DIRECTOR, ELEMENTARY SCHLS (NORTH RGN)	\$ 225,746.97			\$ 225,746.97
DIRECTOR, ELEMENTARY SCHLS (SOUTH RGN)	\$ 184,454.28			\$ 184,454.28
Safety & Security	\$ 424,096.69	\$ 90,647.05		\$ 514,743.74
COORDINATOR, SCHOOL SAFETY COMPLIANCE	\$ 115,639.71			\$ 115,639.71
DEPARTMENT SECRETARY (CONF)	\$ 76,793.04			\$ 76,793.04
TEACHER-STAFF DEVELOPER	\$ 231,663.94	\$ 90,647.05		\$ 322,310.99
Strategy & Innovation	\$ 628,402.90	\$ 192,438.77	\$ (318,706.78)	\$ 502,134.89
CLERICAL SUPPORT ASSISTANT III	\$ 54,559.62			\$ 54,559.62
CLERICAL SUPPORT ASSISTANT IV		\$ 63,808.84		\$ 63,808.84
COMPUTER OPERATOR I		\$ 72,630.34		\$ 72,630.34
DIR, ENTERPRISE PROJECT MANAGEMENT OFFC	\$ 152,494.83			\$ 152,494.83
EXEC DIRECTOR, STRATEGIC INIT. MGMT	\$ 210,315.72			\$ 210,315.72
FAC SVP & GROUNDS MAINT		\$ 55,999.59		\$ 55,999.59
PROGRAM SUPERVISOR, BASCC	\$ 211,032.73			\$ 211,032.73
ASSISTANT DIR, ENTERPRISE PROJECT MANAGEMENT OFFC			\$ (148,997.22)	\$ (148,997.22)
DIR, FAMILY & COMMUNITY ENGMNT			\$ (169,709.56)	\$ (169,709.56)
Grand Total	\$ 28,772,300.73	\$ 15,871,726.74	\$ (3,334,390.02)	\$ 41,309,637.45

1.3 Calculated Cost Savings by Division by Fund Group

Calculated Cost Savings YES

Sum of Fund Source 1 Salary & Benefits											
Column Labels											
Row Labels	Academics	Chief of Staff & Communications	ESE Student Services	Finance	Human Resources	Information Systems	Operations	Regional / Transformation	Safety & Security	Strategy & Innovation	Grand Total
Capital				\$ 273,019.51	\$ (105,770.84)	\$ 145,891.29	\$ 112,127.52				\$ 425,267.49
Food Nutrition Services				\$ 29,467.65			\$ 207,413.34				\$ 236,881.00
General Fund	\$ 2,602,929.28	\$ 1,855,112.35	\$ 4,408,187.47	\$ 1,059,517.62	\$ 1,491,594.04	\$ 1,675,019.80	\$ 6,931,650.18	\$ 675,502.61	\$ 514,743.74	\$ 502,134.89	\$ 21,716,391.99
Grants	\$ 3,777,695.32		\$ 1,343,390.15	\$ 667,335.26							\$ 5,788,420.73
Other		\$ 186,909.58					\$ 4,992,155.02				\$ 5,179,064.61
Referendum			\$ 7,677,266.87	\$ 96,288.37							\$ 7,773,555.24
Grand Total	\$ 6,380,624.60	\$ 2,042,021.94	\$ 13,428,844.49	\$ 2,125,628.42	\$ 1,385,823.20	\$ 1,820,911.09	\$ 12,243,346.07	\$ 675,502.61	\$ 514,743.74	\$ 502,134.89	\$ 41,119,581.06

Calculated in Cost Savings YES

Sum of Fund Source 2 Salary & Benefits											
Column Labels											
Row Labels	Academics	Chief of Staff & Comm	ESE Student Services	Finance	Human Resource:	Information Syst	Operations	Regional / Transl	Safety & Security	Strategy & Inno	Grand Total
Capital				\$ (222,831.56)	\$ (33,941.91)	\$ 67,648.52	\$ 61,923.22				\$ (127,201.73)
General Fund				\$ 40,525.40							\$ 40,525.40
Grants	\$ 61,156.27			\$ 3,269.72	\$ 122,650.81						\$ 187,076.80
Referendum (blank)			\$ 89,655.92								\$ 89,655.92
Grand Total	\$ 61,156.27	\$ -	\$ 89,655.92	\$ (179,036.44)	\$ 88,708.90	\$ 67,648.52	\$ 61,923.22	\$ -	\$ -	\$ -	\$ 190,056.39

1.4 Sum of Cost Savings by Division & Fund Group

Sum of Cost Savings by Division & Fund Group											
Column Labels											
Row Labels	Academics	Chief of Staff & Communications	ESE Student Services	Finance	Human Resources	Information Systems	Operations	Regional / Transformation	Safety & Security	Strategy & Innovation	Grand Total
Capital	\$ -	\$ -	\$ -	\$ 50,187.95	\$ (139,712.75)	\$ 213,539.81	\$ 174,050.75	\$ -	\$ -	\$ -	\$ 298,065.76
Food Nutrition Services	\$ -	\$ -	\$ -	\$ 29,467.65	\$ -	\$ -	\$ 207,413.34	\$ -	\$ -	\$ -	\$ 236,881.00
General Fund (includes Referendum)	\$ 2,602,929.28	\$ 1,855,112.35	\$ 12,175,110.26	\$ 1,196,331.39	\$ 1,491,594.04	\$ 1,675,019.80	\$ 6,931,650.18	\$ 675,502.61	\$ 514,743.74	\$ 502,134.89	\$ 29,620,128.56
Grants	\$ 3,838,851.59	\$ -	\$ 1,343,390.15	\$ 670,604.98	\$ 122,650.81	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,975,497.53
Other	\$ -	\$ 186,909.58	\$ -	\$ -	\$ -	\$ -	\$ 4,992,155.02	\$ -	\$ -	\$ -	\$ 5,179,064.61
Grand Total	\$ 6,441,780.87	\$ 2,042,021.94	\$ 13,518,500.41	\$ 1,946,591.98	\$ 1,474,532.10	\$ 1,888,559.61	\$ 12,305,269.30	\$ 675,502.61	\$ 514,743.74	\$ 502,134.89	\$ 41,309,637.45

1.5 Above / Below the Line Cut Positions by Division

Current Position Status (Multiple Items)

Count of Current Position Status Row Labels	<i>Below-the-line</i>		<i>Above-the-line</i>	Grand Total
	Column Labels No	Yes		
Academics		73	12	85
Chief of Staff & Communications		14	8	22
Deputy Superintendent		1		1
ESE Student Services		176	24	200
Finance		34	11	45
Human Resources		21	6	27
Information Systems		19	9	28
Operations		344	22	366
Regional / Transformation		6	3	9
Safety & Security		14	1	15
Strategy & Innovation		9	2	11
Grand Total		711	98	809

1.6 Reduced Positions Calculated in Cost Savings

Count of Current Position Status Row Labels	<i>Excluded from Cost Savings</i>		<i>Included in Cost Savings</i>	Grand Total
	Column Labels NO	YES		
Cut Filled			307	307
Cut Vacant		80	207	287
Delimit		215		215
Grand Total		295	514	809

1.7 Reclassified / New Positions by Division

Current Position Status	Reclassified / New
Row Labels	Count of Current Position Status
Academics	3
ACADEMIC OPERATIONS & STRATEGIC PROJECT COORDINATOR	1
DIRECTOR, INSTRUCTIONAL INNOVATION & DIGITAL LEARNING	1
PROGRAM MGR, TECHNOLOGY & SUPPORT	1
Chief of Staff & Communications	2
MANAGER, MARKETING	1
MANAGER, MEDIA & COMMUNITY RELATIONS	1
ESE Student Services	5
ASSISTANT DIRECTOR, ESE	1
SPECL, POSITIVE BEHAVIOR INTERVENTIONS	4
Finance	5
ASSISTANT DIRECTOR, WORKERS COMPENSATION	1
EXECUTIVE DIRECTOR, BUDGET	1
MANAGER CONTRACT ADMINISTRATION	1
SPECIALIST, BOARD GOVERNANCE	1
VENDOR MANAGEMENT SPECIALIST	1
Human Resources	5
DIRECTOR, LABOR RELATIONS	1
HR ADMINISTRATOR III	4
Operations	3
PROFESSIONAL DEVELOPMENT SPECIALIST	1
SPECIALIST, SAFETY TRAINING	1
COORDINATOR ENERGY & SUSTAINABILITY	1
Strategy & Innovation	2
ASSISTANT DIR, ENTERPRISE PROJECT MANAGEMENT OFFC	1
DIR, FAMILY & COMMUNITY ENGMNT	1
Grand Total	25

1.8 Comparison to Positions & Cost Savings Shared on 4.21.26

	Positions Identified for Reduction	Net Cost Savings	Reduced Positions Contributing to General Fund Cost Savings	General Fund Cost Savings
Shared on 4.21.26	803	~\$36.6M	465	~\$27M
Adjusted as of 4.23.26	809	~\$41.3M	514	~\$29.6M

1.9 Above / Below the Line Cost Savings by Page Number

Calculated in Cost Savings		YES		
Sum of Total Salary & Benefits Org Chart Page Number	<i>Below-the-line</i>		<i>Above-the-line</i>	
	Column Labels			
	No	Yes	Grand Total	
3	\$ 1,177,958.16	\$ 864,063.78	\$ 2,042,021.94	
5	\$ 78,833.51	\$ 596,669.10	\$ 675,502.61	
6	\$ 4,861,288.10	\$ 1,213,895.35	\$ 6,075,183.46	
7	\$ 380,676.18	\$ (14,078.77)	\$ 366,597.41	
8	\$ 2,045,105.27	\$ 182,453.97	\$ 2,227,559.24	
9	\$ 8,839,902.07	\$ 2,451,039.10	\$ 11,290,941.18	
10	\$ 399,104.03	\$ 115,639.71	\$ 514,743.74	
11	\$ 3,152,396.81	\$ 53,662.78	\$ 3,206,059.58	
12	\$ 6,113,044.37	\$ 611,641.57	\$ 6,724,685.94	
13	\$ 147,778.36	\$ 125,241.14	\$ 273,019.51	
14	\$ 654,757.65	\$ 274,111.25	\$ 928,868.89	
15	\$ 445,064.71	\$ 514,626.01	\$ 959,690.72	
16	\$ 682,148.41	\$ 792,383.69	\$ 1,474,532.10	
17	\$ 2,665,089.03	\$ 921,551.12	\$ 3,586,640.15	
18	\$ 317,322.12	\$ 144,133.97	\$ 461,456.09	
19	\$ 458,031.12	\$ 44,103.77	\$ 502,134.89	
Grand Total	\$ 32,418,499.91	\$ 8,891,137.54	\$ 41,309,637.45	

Staff Follow Up: 26-186 (Hixon)
Due Date: April 27, 2026



Educating Today's Students to
Succeed in Tomorrow's World

Topic: Proposed 26/27 Organizational Chart

Meeting: April 21, Workshop

Staff Follow Up: Provide the total number of position reductions across all administrative sites.

Response: All 809 positions that have been reduced are from administrative sites as we have not reduced positions from schools. Specifically, there is no positions from school budgets. All positions are district-based positions and are housed throughout the district in a variety of administrative sites.

HH/EL:tjr
S

Due Date: April 27, 2026

Topic: April 21, 2026, Workshop
Proposed 26/27 Organizational Chart

Staff Follow-up: Provide the strategic plan for Facilities – Maintenance Operations following the reduction of 38 positions.

Response: Physical Plant Operations (PPO) has strategically reduced its workforce by 38 employees. This reduction was implemented through incremental cuts across all staff divisions, including the elimination of four chartered positions. A total of 34 trade and support positions were impacted, including HVAC, plumbing, electrical, carpentry, clerical, and other roles.

By distributing the reductions evenly, PPO aimed to limit the impact on any single group. Department leaders are taking a holistic view of staffing levels, working to allocate personnel fairly and maintain labor equity throughout the organization.

Job Title	Current	Eliminated	Total Remaining
HVAC Mechanic	71	2	69
Plumbers	36	3	33
Electricians	52	3	49
Carpenters	33	3	30
Clerical	18	8	10
General Maint & Repairperson	12	1	11
Painters	25	4	21
Café & Ind Arts	11	2	9
Laborer	20	1	19
Mason/Tile Setter	13	2	11
Roofers	12	3	9
Utility Serviceperson	28	2	26
TOTAL	331	34	297

Rationale for Efficient Staffing

The decision to operate a leaner maintenance department is rooted in the goal of optimizing resources and leveraging technology to uphold service quality. By making modest reductions in each division, PPO minimizes disruption to individual teams and ensures a balanced approach, so no single area bears a disproportionate burden. This strategy supports equitable

workloads, helping prevent employees from burning out and maintain morale among the remaining staff. Furthermore, a smaller workforce encourages cross-training and upskilling, making employees more versatile and responsive to diverse maintenance needs.

Impact on Service Response Times

The staffing reduction will not affect response times for emergencies, urgent issues, or safety-related work orders. Routine and preventive maintenance requests, however, may experience slight delays in response times.

Prioritizing Critical Tasks and Efficiency

Efficiency is being maintained by prioritizing essential tasks, such as emergency and safety-related work orders. This focus ensures that critical operations remain unaffected by staffing changes. By directing available personnel to high-impact issues and utilizing advanced scheduling tools, PPO continues to meet its core responsibilities without compromise. While routine and preventive maintenance may seem to have longer response times, this strategic trade-off allows resources to be allocated where they are most needed.

Technology Implementation and Benefits

PPO is collaborating with the Informational Systems Division (ISD) and IBM to implement the MAXIMO mobile platform. The pilot phase is currently underway with approximately six employees, and full implementation is targeted for **June 30, 2026**, using a phased rollout approach. Additional technology systems, such as Willow, will be assessed and utilized as appropriate. The adoption of MAXIMO mobile and other technological advancements is expected to yield benefits such as improved first-time repair rates, reduced equipment downtime, faster response times, enhanced productivity, streamlined processes with less reliance on paper, and greater cost efficiency.

Justification for Technology-Driven Efficiency

Technological advancements are central to maintaining efficiency with a reduced staff. The deployment of the MAXIMO mobile platform and other digital solutions will help automate workflows, streamline communication, and enhance data accuracy. These tools empower technicians with real-time

access to information, facilitate instant reporting, and enable efficient tracking of work orders, thereby reducing administrative burdens and boosting productivity. As a result, PPO anticipates achieving higher first-time repair rates, minimizing equipment downtime, and delivering quicker responses, despite fewer employees. By embracing technology and reengineering processes, PPO is ensuring its workforce remains both effective and cost-efficient, supporting the department's long-term sustainability.

HH/MDD:mc

Staff Follow Up: **TN 26-193 (NR)**
Due Date: April 27, 2026



Educating Today's Students to
Succeed in Tomorrow's World

Topic: April 21, 2026, Workshop
1.) Proposed 26/27 Organizational Chart

Staff Follow Up: Provide a detailed overview of the responsibilities and work performed by the Coordinator of Suicide Prevention.

Response: The Suicide Prevention Coordinator is a district-level mental health leadership role responsible for establishing, coordinating, and sustaining a comprehensive suicide prevention and intervention framework, as well as oversight of the Suicide Risk Assessment process for all schools. Suicide Prevention Coordinators are mental health professionals who provide strategic leadership, operational oversight, and direct consultation to ensure students at risk for suicide are identified, assessed, and supported in a timely, consistent, and legally compliant manner. The Coordinators are assigned regionally to support all schools.

The Suicide Prevention Coordinators align districtwide suicide prevention initiatives with the District Strategic Plan and mental health priorities while overseeing the Suicide Risk Assessment (SRA) process, including documentation within the district FOCUS platform and the state Involuntary Examination and Restraint & Seclusion database. They train, consult with, and support school-based mental health professionals in conducting SRAs and identifying suicide warning signs and risk factors. Coordinators provide daily district-wide consultation through the suicide prevention support line, responding to an average of 1,000 calls annually to guide school staff through high-risk situations. They also provide leadership and oversight for involuntary examinations in accordance with Florida Statute 394.463 (Baker Act) and lead collaboration with community stakeholders for the Baker Act Pilot Expansion, promoting the use of ambulance transportation rather than law enforcement vehicles when appropriate. Additionally, Coordinators facilitate professional development for administrators, suicide prevention designees, and mental health staff across all schools. During the current year, they have trained more than 700 mental health professionals in SRAs and prevention best practices. Through ongoing collaboration with school administrators, community mental health agencies, and district partners, Suicide Prevention Coordinators strengthen coordinated systems of care, deliver targeted school-based interventions, consultations, presentations, and resource supports. The Coordinators foster a unified, consistent framework for identifying, responding to, and supporting students at risk for suicide, while strengthening district-wide consistency in suicide prevention, risk identification, response, and documentation.

If you have any questions, please contact **Vernicca Wynter, Director, Mental Health Services Department**, via email at vernicca.wynter@browardschools.com or 754-321-1730.

HH/ARF/SH/VW:mh

Topic: April 21, 2026, Workshop
Proposed 26/27 Organizational Chart

Staff Follow Up: Incorporate the additional approximately 200 positions and associated costs into the materials for next week's Board's item, reflecting positions absorbed during Spring and Summer.

Response: The District is implementing a staffing reduction strategy prior to the start of the school year that would reduce approximately 200 to 250 positions through a measured, responsible, and operationally sound approach. A significant portion of this reduction would be achieved by not backfilling positions that become vacant through normal attrition. Based on an average attrition rate of approximately 207 positions during the summer, the District can reduce overall staffing levels while minimizing disruption to employees, schools, and essential services.

In addition, the District will conduct a focused analysis of unarmed security staffing at schools to reduce positions based on a developed criterion. This review will consider factors such as school size, student enrollment, campus configuration, incident trends, supervision needs, and other operational risk factors. The intent is not to weaken school safety, but to ensure security resources are assigned where they are most needed and aligned with current conditions.

This approach allows the District to address budgetary pressures while preserving core instructional services, maintaining safe school environments, and using staffing resources more efficiently. By combining natural attrition, careful vacancy management, and data-informed security staffing adjustments, the District can make difficult but necessary reductions in a way that is strategic transparent and aligned with long-term financial sustainability.

Staff Follow Up:

Due Date: April 28, 2026



Educating Today's Students to Succeed in Tomorrow's World

Topic: 2026-2027 Organizational Chart - Academic Organizational Streamlining Options & Considerations

Staff Follow Up: Bring back 2 to 3 options to streamline Academic Department and review feasible ways of consolidating Academic Leadership Roles.

Response: In response to the Board's request, we conducted a comprehensive review of the Academic organizational structure to identify additional opportunities to streamline leadership roles while maintaining the integrity of instructional services and student outcomes.

Key Consideration: Significant Consolidation Has Already Occurred

It is important to note that substantial consolidation has already taken place.

The District has:

- Eliminated Applied Learning, Innovative Learning, and Teacher Learning & Development as standalone departments
- Consolidated leadership functions into:
 - Instructional Innovation & Digital Learning
 - Leadership Development & Teacher Support

This realignment addressed overlapping responsibilities, reduced duplication, and created a more coherent system of instructional support.

As a result, the current structure already reflects streamlining to the extent that complementary work and functions exist.

Additional Streamlining Options

Option 1: Moderate Streamlining (Recommended) - (Presented during the April 21 School Board Workshop)

Maintain the current structure with minor refinements:

- Expand span of control where appropriate
- Consolidate select curriculum and support roles
- Strengthen coordination across departments

Rationale:

Preserves instructional stability while continuing to improve efficiency.

Option 2: Targeted Consolidation of Departments

Combine select departments (e.g., Elementary + Early Childhood; Secondary + CTACE).

Implications:

- Significantly increased span of control for Directors
- Ability to properly manage competing state and federal-funded priorities
- Potential reduction in institutional knowledge of key staff positions
- Risk of reduced responsiveness and specialized support

Option 3: Maximum Consolidation Model

Collapse Academic departments into fewer, broader divisions.

Implications:

- Potential to focus less on student achievement while meeting program compliance (federal grant)

- Significant disruption to academic services and operations
- Reduced specialization and program fidelity

Critical Constraints to Further Consolidation

While additional consolidation is theoretically possible, it presents significant operational and compliance challenges:

1. Specialized Functions & Program Integrity

The remaining Academic departments serve highly specialized and distinct functions, including:

- **Early Childhood Education**
- **Bilingual/ESOL**
- **Career, Technical, Adult & Community Education (CTACE)**
- **Leadership Development & Teacher Support**

These areas require:

- Targeted expertise
- Dedicated oversight
- Specialized program implementation

Further consolidation risks diluting program quality and effectiveness.

2. Federal and Grant-Funded Requirements

Several Academic departments are fully or substantially funded through federal or grant programs, each with specific compliance requirements:

- **Early Childhood** – early learning and readiness mandates
- **Bilingual/ESOL** – federal language acquisition requirements
- **CTACE** – workforce and career pathway funding

- **Leadership Development & Teacher Support** – Title II and professional learning compliance

These programs require:

- **Dedicated leadership**
- **Separate accountability structures**
- **Program-specific monitoring and reporting**

Further consolidation could:

- Compromise compliance
- Jeopardize funding streams
- Create audit and reporting risks

3. Existing Expansion of Oversight

It is also important to recognize that:

- Elementary and Secondary Learning has already absorbed additional responsibilities, including:
 - Applied Learning functions
 - MTSS oversight from the prior year

These departments are already operating with an expanded span of control, and additional consolidation would further strain capacity and responsiveness.

4. Unique Role of Assessment, Research & Accountability (EAAR)

The EAAR department operates as a standalone function due to its critical districtwide responsibilities, including:

- State and federal assessment administration
- IRB oversight and research governance
- Program evaluation and accountability

- Compliance with state reporting requirements

These functions are:

- Cross-divisional
- Compliance-driven
- Highly technical

Further consolidation of EAAR would introduce significant risk to compliance and accountability systems.

Conclusion & Recommendation

While we have explored additional streamlining options, the current structure reflects a thoughtful balance between efficiency and effectiveness.

The District has already:

- Eliminated duplicative departments
- Consolidated leadership roles
- Increased span of control
- Aligned systems around a unified academic model

Further consolidation at this stage would introduce:

- Operational complexity
- Compliance risks
- Potential disruption to instructional support and student outcomes

Final Recommendation

We recommend Option 1: Moderate Streamlining (Recommended during the April 21 School Board Workshop), which:

- Maintains instructional integrity
- Preserves compliance and program fidelity

Staff Follow Up:

Due Date: April 28, 2026



Educating Today's Students to
Succeed in Tomorrow's World

- Continues to improve efficiency without disrupting current progress

Summary Statement

We have already achieved meaningful consolidation by eliminating entire departments and aligning complementary functions. At this stage, the focus must shift from further reduction to ensuring stability, coherence, and continued acceleration of student outcomes across all schools.

Positions 4/24/26	25/26 Total Positions Prior to Cuts	Eliminated: Filled (Employees Impacted)	Eliminated: Vacant	Eliminated: Delimited	Total Positions Eliminated	26/27 Filled	26/27 New	26/27 Vacant	25/26 Positions Remaining
BPAA	2				0	2			2
PRINCIPAL-MIDDLE	1				0	1			1
TASK ASSIGNED PRINCIPAL (CAT C)	1				0	1			1
BTU-EP	1079	111	59	25	195	850		34	884
ASSISTIVE TECHNOLOGY PROGRAM SPECIALIST	7		1		1	6			6
BEHAVIOR PROGRAM SPECIALIST	20	4			4	16			16
COUNTY ATHLETIC DIRECTOR	1				0			1	1
CTE INSTRUCTIONAL FACILITATOR	5	1			1	3		1	4
CURRICULUM/PROGRAM SPECIALIST	3				0	2		1	3
DATA COACH SPECIALIST	4				0	4			4
ELEMENTARY SCHOOL COUNSELOR	18	11	1	1	13	5			5
ESE COUNSELOR, EXCEPTIONAL STUDENT EDU	55		5		5	50			50
EXCEPTIONAL STUDENT EDUCATION SPECIALIST	49		2	1	3	44		2	46
FAMILY COUNSELOR	8	3			3	5			5
INCLUSION SPECIALIST, HEAD START-VPK	5	1			1	4			4
INSTRUCTIONAL FACILITATOR	117	21	14		35	79		3	82
INSTRUCTIONAL TECHNOLOGY FACILITATOR	3	2		1	3				0
OCCUPATIONAL THERAPIST	2				0	2			2
SCHOOL PSYCHOLOGIST	151			11	11	131		9	140
SCHOOL SOCIAL WORKER	197		8		8	188		1	189
SECONDARY SCHOOL COUNSELING DIRECTOR-HS	8		1		1	6		1	7
SECONDARY SCHOOL COUNSELOR-ADULT ED	1				0	1			1
SECONDARY SCHOOL COUNSELOR-HIGH	1				0	1			1
SPECIALIST, CHILD FIND	2				0	2			2
SPEECH LANGUAGE PATHOLOGIST	14			5	5	7		2	9
SPEECH/LANGUAGE PROGRAM SPECIALIST	9		1		1	8			8
STUDENT SUPPORT INST. SPECIALIST	40	36		2	38			2	2
TEACHER SPECIALIST-EARLY CHILDHOOD	16				0	15		1	16
TEACHER-AUDIOLOGIST	11				0	10		1	11
TEACHER-BEHAVIORAL SUPPORT	20	13	2		15	4		1	5
TEACHER-CASE MANAGER	2	1			1	1			1
TEACHER-COURSE DESIGNER ONLINE	1				0	1			1
TEACHER-CURRICULUM FACILITATOR	1		1		1				0
TEACHER-DEAF & HARD OF HEARING	14		2	1	3	11			11
TEACHER-ESE SPECIALIST	20	2	2		4	16			16
TEACHER-ESE SUPPORT FACILITATOR	2				0	2			2
TEACHER-ESE VISUALLY IMPAIRED	11		1	1	2	8		1	9
TEACHER-EVALUATION PROGRAM SPECIALIST	20				0	20			20
TEACHER-GRANT FACILITATOR	18		1		1	14		3	17
TEACHER-HOSPITAL/HOMEBOUND	23				0	22		1	23
TEACHER-INDUCTION COACH	18	3	4		7	11			11
TEACHER-INSTRUCTIONAL SPECIALIST	31	2	4		6	25			25
TEACHER-MASTER COACH	6				0	6			6
TEACHER-MONITOR (DHH)	1				0	1			1
TEACHER-ON SPECIAL ASSIGNMENT	8	4	1		5	2		1	3
TEACHER-PEER REVIEWER	1				0	1			1
TEACHER-PRIVATE SCHOOL	14				0	14			14
TEACHER-PROGRAM MONITOR (INSER/CUR)	2				0	2			2
TEACHER-RESOURCE ELEMENTARY	5				0	5			5
TEACHER-RESOURCE SECONDARY	2				0	2			2
TEACHER-STAFF DEVELOPER	35	7	8	1	16	19			19
TEACHER-TRANSITION SERVICES ESE	6			1	1	5			5
THERAPIST, FAMILY COUNSELING PROGRAM	71				0	69		2	71
BTU-ESP	106	7	3	3	13	90		3	93
BEHAVIORAL TECHNICIAN	14		1		1	13			13
BRACE ADVISOR - BA	1				0	1			1
COMMUNITY LIAISON	42	6	1	3	10	30		2	32
COMMUNITY LIAISON-SPANISH	1				0	1			1
JOB COACH	3	1	1		2	1			1
JOB COACH-EDUCATIONAL ASSISTANT	1				0	1			1
PARENT EDUCATOR	44				0	43		1	44
BTU-TSP	645	40	35	22	97	505	5	38	548
ACCOUNTANT I (PROF)	1			1	1				0

Positions 4/24/26	25/26 Total Positions Prior to Cuts	Eliminated: Filled (Employees Impacted)	Eliminated: Vacant	Eliminated: Delimited	Total Positions Eliminated	26/27 Filled	26/27 New	26/27 Vacant	25/26 Positions Remaining
ACCOUNTANT II (PROF)	1				0	1			1
ACCOUNTANT III	7				0	7			7
ACCOUNTANT IV	7				0	7			7
ACCOUNTANT V	2		1		1	1			1
ANALYST	1		1		1				0
ANALYST ENERGY CONSERVATION (PROF)	3				0	2		1	3
ANALYST, CERTIFICATION	1				0	1			1
ANALYST, IT CABLING	1				0	1			1
ANALYST, IT DATA-VOICE	1				0	1			1
ANALYST, PROTECTIVE RESEARCH	2				0	1		1	2
ANALYST, SECURITY	2			1	1	1			1
ASSISTANT CHIEF BUILDING OFFICIAL	1		1		1				0
ASSISTANT COORDINATOR, FNS	1				0	1			1
ASST PROGRAM MGR NUTRITION ED & TRAINING	1				0	1			1
ASST. AREA SUPERVISOR, MAINTENANCE	3				0	3			3
BASIS ADMINISTRATOR	1				0	1			1
BUDGET ANALYST I	4				0	4			4
BUDGET ANALYST II (PROF)	5				0	5			5
BUDGET ANALYST III	14				0	14			14
BUDGET ANALYST III (PROF)	1				0	1			1
BUSINESS ANALYST	3		1		1	2			2
CAD DRAFTSPERSON D	2		1		1	1			1
CAP PAYMENT REVIEW SUPERVISOR	1				0	1			1
CAPITAL BUDGET ANALYST IV	2	1			1	1			1
CAPITAL BUDGET ANALYST V	1				0	1			1
CAPITAL NETWORK SYSTEM ADMIN (SUPV)	1				0	1			1
CLINICAL NURSE	17	1	1		2	14		1	15
CLINICAL NURSING SUPERVISOR (SUPV)	5	1	1		2	3			3
COMMUNITY RESOURCE SPECIALIST (PROF)	2				0	2			2
COORDINATOR (PROF)	1				0	1			1
COORDINATOR I (PROF)	5	1			1	4			4
COORDINATOR I (SUPV)	2	1			1	1			1
COORDINATOR, EMERGENCY MANAGEMENT	2				0	2			2
COORDINATOR, FACIL PLANNING & EDUC PROG	1				0			1	1
COORDINATOR, FISH	1				0	1			1
COORDINATOR, GOVERNMENTAL AFFAIRS	1				0	1			1
COORDINATOR, OUTREACH PROGRAM (COMP)	1				0	1			1
COORDINATOR, STRATEGIC PARTNERSHIPS	1	1			1				0
COORDINATOR, SUPPLIER & OUTREACH PROGRAM	1			1	1				0
COORDINATOR, TEACHER SUPPORT	4	2	1		3	1			1
COST ACCOUNTANT (PROF)	1				0	1			1
COURTS LIAISON	1				0	1			1
CYBER THREAT DEFENDER	1				0	1			1
DATA MANAGEMENT SPECIALIST	2				0	2			2
DATA MGMT SPECIALIST, BEHAVIORAL THREAT	7				0	7			7
DATABASE RESEARCHER III (PROF)	3				0	3			3
DATABASE RESEARCHER IV (PROF)	4		1		1	3			3
DEMOGRAPHER ANALYST	1				0	1			1
DESIGNER III ARCHITECT (PROF)	1				0	1			1
DIGITAL BROADCAST ENGINEER (PROF)	1				0	1			1
DIGITAL FORENSIC EXAMINER-INCIDENT RESP	1				0	1			1
DISTANCE LEARNING OUTREACH SPEC (PROF)	1				0	1			1
DISTRICT WEBMASTER	2				0	2			2
EDUCATIONAL SPECIALIST I (PROF)	2				0	2			2
EDUCATIONAL SPECIALIST I, ESOL-FRGN LANG	2				0	2			2
EMPLOYEE HEALTH TESTING SPECIALIST	1				0	1			1
ENGINEER I, IT NOC & MAINTENANCE	2				0	2			2
ENGINEER II, IT NOC & MAINTENANCE	2				0	2			2
ENGINEER, CYBER SECURITY SOFTWARE	1				0	1			1
ENVIRONMENTAL HEALTH & SAFETY SPEC II	5				0	5			5
EVALUATION ADMINISTRATOR (PROF)	2				0	2			2
EXECUTIVE PRODUCER BECON (PROF)	3				0	3			3
FINANCE MANAGER (PROF)	1				0	1			1

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FINANCIAL REPORTING ANALYST	2				0	2			2
FINANCIAL SYSTEMS INTEGRATOR	3			1	1	1		1	2
FIRE SAFETY INSPECTOR I	2				0			2	2
FIRE SAFETY INSPECTOR II	2				0	2			2
GRANTS ADMIN, ACCOUNTABILITY & REPORTING	1				0	1			1
GRANTS ADMINISTRATOR SPECIALIST	2		1		1	1			1
GRANTS SPECIALIST (PROF)	1				0	1			1
GRANTS WRITER	2		1		1	1			1
GROUPS MANAGER	1				0	1			1
HR ADMINISTRATOR III (SUPV)	4			2	2	2			2
INST & DIGITAL MATERIAL ANALYST	1				0	1			1
IT BUSINESS ANALYST	8			1	1	7			7
IT NETWORK SUPPORT I	3			1	1	2			2
IT TRAINING AND ADOPTION SPECIALIST	5				0	5			5
MANAGER GRAPHICS/PRODUCT (SUPV)	1				0	1			1
MANAGER II PRODUCTION (SUPV)	1	1			1				0
MANAGER, ACCOUNTS PAYABLE	1				0	1			1
MANAGER, AREA SECURITY	14				0	13		1	14
MANAGER, BUDGET	1				0	1			1
MANAGER, CAMPUS SECURITY	43				0	34		9	43
MANAGER, DATABASE ADMINISTRATION	1	1			1				0
MANAGER, DISTRICT SECURITY OPR TNS CNTR	1				0	1			1
MANAGER, ELECTRONIC MGMT SYSTEM EZ IEP	1				0	1			1
MANAGER, GRANT PROGRAMS OVERSIGHT	2				0	2			2
MANAGER, INFORMATION TECH-ERP FICO & BI	1				0	1			1
MANAGER, INFORMATION TECHNOLOGY ERP HCM	1				0	1			1
MANAGER, IT ERP DEVELOPMENT & SUPPORT	1				0	1			1
MANAGER, TRANSPORTATION OPERATIONS	1				0	1			1
MARKETING SPECIALIST, STRATEGIC P'SHIPS	1	1			1				0
MEDICAID SPECIALIST	1			1	1				0
MINORITY-WOMEN (M-WBE) SPECIALIST II	1				0	1			1
MINORITY-WOMEN (M-WBE) SPECIALIST III	2			1	1	1			1
NETWORK ANALYST III (PROF)	1				0	1			1
NETWORK ANALYST IV	1				0	1			1
OPERATIONAL ANALYST, PPO	1				0	1			1
OPERATIONS & LOGISTICS SPEC-JROTC & SLDC	3				0	3			3
OPERATIONS SPECIALIST I	1				0			1	1
PLANNER, GROWTH MANAGEMENT IMPACT	1				0	1			1
PLANNER, GROWTH MANAGEMENT MONITORING	1		1		1				0
PLANS EXAMINER/INSPECTOR - BUILDING	4				0	3		1	4
PLANS EXAMINER/INSPECTOR - ELECTRICAL	3				0	1		2	3
PLANS EXAMINER/INSPECTOR - FIRE SAFETY	3				0	3			3
PLANS EXAMINER/INSPECTOR - MECHANICAL	2				0			2	2
PLANS EXAMINER/INSPECTOR - PLUMBING	2				0	1		1	2
PLANS EXAMINER/INSPECTOR - ROOFING	2				0			2	2
PROCESS ANALYST - PROCUREMENT & WHS	3		1		1	2			2
PROCESS ANALYST (PROF)	1				0	1			1
PROCESS ANALYST, BUSINESS SUPPORT CENTER	1				0	1			1
PROCESS ANALYST, BUSINESS SYSTEM INTEL	1				0	1			1
PROCESS ANALYST, ERP	1				0	1			1
PROCESS ANALYST, FUNDS MGMT & PBC	1				0	1			1
PROCESS ANALYST, PAYROLL	2		1		1	1			1
PROCESS ANALYST, PROFESSIONAL DEV	1				0	1			1
PROCESS ANALYST, WEB SERVICES	1				0	1			1
PROFESSIONAL DEVELOPMENT SPECIALIST	18	1	3	1	5	13			13
PROG COORD III, BROWARD EDUC FD	2				0	1		1	2
PROGRAM COORDINATOR, MEAL BENEFITS FNS	1				0	1			1
PROGRAM MGR, NUTRITION ED & TRAINING	1				0	1			1
PROGRAM SUPERVISOR (PROF)	4	2			2	2			2
PROJECT COORDINATOR, INFORMATION & TECH	2				0	2			2
PROJECT MANAGER II	1				0	1			1
PROJECT MANAGER II, GUARANTEED NRG PERF	1	1			1				0
PROJECT MANAGER III (SUPV)	4	1			1	3			3

Positions 4/24/26	25/26 Total Positions Prior to Cuts	Eliminated: Filled (Employees Impacted)	Eliminated: Vacant	Eliminated: Delimited	Total Positions Eliminated	26/27 Filled	26/27 New	26/27 Vacant	25/26 Positions Remaining
PROJECT MGR, OCCUP HEALTH/ENVIRON CTRL	3				0	3			3
PROJECT MGR, TECHNOLOGY & INSTRUCTION	1	1			1				0
PROJECT MGR, TECHNOLOGY & SUPPORT research	1				0		1		1
PROJECTS COORDINATOR PPO	5				0	5			5
PROPERTY & INVENTORY COORDINATOR, OPS	2				0	2			2
PROPERTY COORDINATOR	1				0	1			1
PURCHASING AGENT I (PROF)	8	2		2	4	4			4
PURCHASING AGENT II	2				0	2			2
PURCHASING AGENT III	7			2	2	4		1	5
PURCHASING AGENT IV (PROF)	3	1			1	1		1	2
PURCHASING CARD COORDINATOR	1				0	1			1
REAL PROPERTY ANALYST	1		1		1				0
REGISTERED NURSE, SCHOOL HEALTH	13			4	4	6		3	9
RESEARCH SPECIALIST	6	2			2	3		1	4
ROUTE PLANNER (PROF)	8		1		1	7			7
SCHEDULER, PHYSICAL PLANT OPERATIONS	4		1	1	2	2			2
SECTION 504 ADA SPECIALIST	2				0	2			2
SENIOR FIRE SAFETY INSPECTOR	1				0	1			1
SENIOR PLAN EXAMINER	1				0	1			1
SENIOR SECURITY ANALYST	1				0	1			1
SENIOR SYSTEMS PROGRAMMER	1				0	1			1
SENIOR TELECOMMUNICATION ANALYST	1				0	1			1
SHIFT SUPERVISOR-TRANSPORTATION (PROF)	11				0	8		3	11
SOFTWARE ENGINEER	22		3		3	19			19
SPACE PLANNING ANALYST	1				0	1			1
SPEC, TITLE I BASIC SCH-WIDE P&P IMPROV	1				0	1			1
SPECIALIST (INSTR PROF)	2				0	2			2
SPECIALIST (PROF)	3				0	3			3
SPECIALIST (SUPV)	1				0	1			1
SPECIALIST QA - CUSTODIAL (PROF)	3		3		3				0
Specialist, Board Governance	1				0		1		1
SPECIALIST, COMMUNICATIONS (PROF)	5	2			2	3			3
SPECIALIST, DEMOGRAPHER/STATISTICIAN	1				0	1			1
SPECIALIST, FAMILY ENGAGEMENT	1				0	1			1
SPECIALIST, FEDERAL PROGRAMS	7	1			1	6			6
SPECIALIST, HR INFO SYSTEMS (BENEFITS)	1				0			1	1
SPECIALIST, HR INFORMATION SYSTEMS	5	1	1		2	3			3
SPECIALIST, IT DATA-VOICE	1				0	1			1
SPECIALIST, PAYROLL OPERATIONS	1		1		1				0
SPECIALIST, PRINTING SERVICES	1				0		1		1
SPECIALIST, SAFETY TRAINING	1	1			1				0
SPECIALIST, SOCIAL MEDIA	1	1			1				0
SR DATA ANALYST - TRANSPORTATION	1				0	1			1
SR PLANS EXAMINER/INSPECTOR FIRE SAFETY	1		1		1				0
SR PROJECT MGR TECH, PROJECT MGMT OFFICE	3	1			1	2			2
STAFF ASSISTANT (HRD) (PROF)	2	1			1	1			1
STATION MANAGER BROADCASTING	1				0	1			1
SUPERVISOR (NI) (PROF)	1				0	1			1
SUPERVISOR (NI) (SUPV)	2				0	2			2
SUPERVISOR I (PROF)	12				0	12			12
SUPERVISOR I (SUPV)	1				0	1			1
SUPERVISOR I, INFORMATION TECHNOLOGY	2				0	2			2
SUPERVISOR I, PRINTING SERVICES	1	1			1				0
SUPERVISOR II - CENTRALIZED PARTS	1				0	1			1
SUPERVISOR II (PROF)	2	1			1	1			1
SUPERVISOR II (SUPV)	5				0	5			5
SUPERVISOR II, CUSTODIAL	4				0	4			4
SUPERVISOR III (PROF)	1				0	1			1
SUPERVISOR III, OFFICE OPS - DATA ENTRY	1		1		1				0
SUPERVISOR III, OPERATIONS	1				0	1			1
SUPERVISOR, HR SUPPORT SERVICES	4	2	1	1	4				0
SUPERVISOR, INTERNAL ACCOUNTS SUPPORT	2				0	2			2
SUPERVISOR, LOGISTICS & RELOCATION SVCS	3				0	3			3

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SUPERVISOR, RECORDS RETENTION	1	1			1				0
SUPERVISOR, SPECIAL NEEDS TRANSPORTATION	1		1		1				0
SYSTEM SUPPORT SPECIALIST	3				0	3			3
SYSTEMS ANALYST II	1				0	1			1
SYSTEMS ANALYST III	21	3		1	4	16		1	17
SYSTEMS ANALYST IV	7		1		1	6			6
SYSTEMS ENGINEER	2		1		1	1			1
SYSTEMS SUPPORT SPECIALIST II	19	1			1	18			18
SYSTEMS SUPPORT SPECIALIST III	2				0	2			2
TECH SERV SUPV FOOD SERVICE (PROF)	1				0	1			1
TECHNICAL SUPPORT ANALYST I	10			1	1	9			9
TECHNICAL SUPPORT ANALYST II	5				0	5			5
TECHNICAL SUPPORT ANALYST III	5				0	5			5
Trainer need title - same title down grade	2				0		2		2
TRAINER-SAFETY, SECURITY & EMRGNCY PREP	3				0	3			3
TRANSPORTATION ROUTE ANALYST	1				0	1			1
TREASURY ANALYST I (PROF)	1				0	1			1
TREASURY ANALYST III	2				0	2			2
TV ART/GRAPHICS SPEC (PROF)	2				0	2			2
TV AUDIO PRODUCTION SPECIALIST (PROF)	2				0	2			2
TV BROADCAST ENGINEER I	4				0	4			4
TV BROADCAST MAINTENANCE ENGINEER (PROF)	3				0	3			3
TV CREW CHIEF (PROF)	1				0	1			1
TV PRODUCER/DIRECTOR	2				0	2			2
TV PRODUCTION ASSISTANT (PROF)	5	1			1	4			4
WELLNESS COORDINATOR	1				0	1			1
COPA	167	15	6	7	28	133		6	139
CLERK SPECIALIST A (CONF)	17		1	2	3	13		1	14
CLERK SPECIALIST B	60	4	3	3	10	48		2	50
DEPARTMENT SECRETARY (CONF)	35	6	1		7	28			28
EXECUTIVE SECRETARY	14		1		1	12		1	13
EXECUTIVE SECRETARY - DEPUTY SUPT	4			1	1	3			3
EXECUTIVE SECRETARY TO THE SUPT	1				0	1			1
OFFICE MANAGER	30	5		1	6	22		2	24
RECORDS MANAGEMENT ASSISTANT	1				0	1			1
SECRETARY, EAP (CONF)	1				0	1			1
WORKERS' COMPENSATION CLERK SPECIALIST	4				0	4			4
ESMAB	422	47	18	4	69	311	21	21	353
ACADEMIC OPERATIONS & STRATEGIC PROJECT CO	1				0		1		1
ACCOUNTANT V, CONFIDENTIAL	1				0	1			1
ADMINISTRATOR, ERP COMPLIANCE	1	1			1				0
AREA SUPERVISOR, FOOD AND NUTRITION SERV	2		1		1	1			1
ASSISTANT DIR, ENTERPRISE PROJECT MANAGEMEN	1				0		1		1
ASSISTANT DIRECTOR (NON-INSTR NON-UNION)	1				0	1			1
ASSISTANT DIRECTOR ADMINISTRATION (NON)	5				0	5			5
ASSISTANT DIRECTOR, BUSINESS SUPPORT CTR	1				0	1			1
ASSISTANT DIRECTOR, CAPITAL BUDGET	1				0	1			1
ASSISTANT DIRECTOR, DATA ANALYTICS	1				0	1			1
ASSISTANT DIRECTOR, EEO/ADA COMPLIANCE	1				0	1			1
ASSISTANT DIRECTOR, EMPLOYEE EVALUATIONS	1				0	1			1
ASSISTANT DIRECTOR, ERP	1				0	1			1
ASSISTANT DIRECTOR, ESE	2				0	1	1		2
ASSISTANT DIRECTOR, FOOD & NUTRITION SERVICE	1		1		1				0
ASSISTANT DIRECTOR, MANAGEMENT SYSTEMS	1				0	1			1
ASSISTANT DIRECTOR, SAFETY TECHNOLOGY	1				0	1			1
ASSISTANT DIRECTOR, SESIR MANAGEMENT	1				0	1			1
ASSISTANT DIRECTOR, STUDENT INFO SYS	1	1			1				0
ASSISTANT DIRECTOR, WORKERS COMPENSATION	1				0		1		1
ASSISTANT DIRECTOR-TRANSPORTATION OPS	1				0	1			1
ASSISTANT SUPT, SCHOOL TRANSFORMATION	1				0	1			1
ASST DIR, ARTIFICIAL INTELLIGENCE	1				0	1			1
ASST DIR, ENTERPRISE PROJECT MANAGEMENT	1				0	1			1
ASST DIR, SCHOOL BUDGET SUPPORT	1				0			1	1

Positions 4/24/26	25/26 Total Positions Prior to Cuts	Eliminated: Filled (Employees Impacted)	Eliminated: Vacant	Eliminated: Delimited	Total Positions Eliminated	26/27 Filled	26/27 New	26/27 Vacant	25/26 Positions Remaining
ASST DIR, SCHOOL/VENTURE DESIGN SUPPORT	1				0	1			1
ASST DIR, TECHNOLOGY OPERATIONS	1				0	1			1
ASST DIRECTOR, ADMINISTRATION-CTRL RGN	1				0	1			1
ASST DIRECTOR, CLIENT INFRASTRUCTURE	1				0	1			1
ASST DIRECTOR, DATA QUALITY & COMPLIANCE	1				0	1			1
ASST DIRECTOR, INFRASTRUCTURE MGMT	1				0	1			1
ASST DIRECTOR, IT BUSINESS TECHNOLOGY	1				0	1			1
ASST DIRECTOR, SAFETY & SECURITY OPS	1				0	1			1
ASST DIRECTOR, TECH TRAINING & ENABLEMNT	1				0	1			1
ASST DIRECTOR, TECHNOLOGY PROJECT MGMT.	1				0			1	1
ASST DIRECTOR, TECHNOLOGY SUPPORT CENTER	1		1		1				0
ASST. DIRECTOR, STUDENT SVCS INITIATIVES	1				0	1			1
BENEFITS ACCOUNTANT	1				0	1			1
BUDGET ANALYST IV	6	1	1		2	4			4
BUDGET ANALYST V	2				0	2			2
CHIEF ACADEMIC OFFICER	1				0	1			1
CHIEF BUILDING OFFICIAL (NON UNION)	1				0	1			1
CHIEF FACILITIES OFFICER	1		1		1				0
CHIEF FINANCIAL OFFICER	1				0	1			1
CHIEF FIRE OFFICIAL	1				0	1			1
CHIEF HUMAN RESOURCES OFFICER	1				0	1			1
CHIEF INFORMATION OFFICER	1				0	1			1
CHIEF OF STAFF & COMMUNICATIONS	1				0	1			1
CHIEF OPERATIONS OFFICER	1				0	1			1
CHIEF SAFETY & SECURITY OFFICER	1				0	1			1
CHIEF STRATEGY & INNOVATION OFFICER	1				0	1			1
CHIEF STUDENT SERVICES OFFICER	1				0	1			1
CHIEF, BROWARD COUNTY SCHOOLS POLICE	1				0	1			1
COMPENSATION ANALYST	2	2			2				0
COMPLIANCE ADMINISTRATOR III (NON-UNION)	3	1			1	2			2
COORDINATOR EVALUATION	6	2			2	4			4
COORDINATOR SUSTAINABILITY & COMPLIANCE	1				0		1		1
COORDINATOR WARRANT/ASSET	1	1			1				0
COORDINATOR, AERIAL SURVEILLANCE PROGRAM	1				0	1			1
COORDINATOR, DUE PROCESS	2				0	2			2
COORDINATOR, FOOD & NUTRITION SERVICES	1				0	1			1
COORDINATOR, HEALTH & SAFETY	1				0	1			1
COORDINATOR, JROTC & MILITARY PROGRAMS	1				0	1			1
COORDINATOR, LEADERSHIP DEVELOPMENT	2	1			1	1			1
COORDINATOR, MENTAL HEALTH SERVICES	5		1		1	4			4
COORDINATOR, SCHOOL IMPROVEMENT	1				0	1			1
COORDINATOR, SCHOOL SAFETY COMPLIANCE	2	1			1	1			1
COORDINATOR, SUICIDE PREVENTION	3	2	1		3				0
COORDINATOR/ANALYST (NON-UNION)	1				0	1			1
COORDINATOR/SPECIALIST	2				0	2			2
COUNSELOR EAP (NON-UNION)	5		1	2	3	2			2
CURRICULUM SPVR, DHH/HEAR/VIS IMPAIRED	1				0	1			1
CURRICULUM SPVR, SOCIAL STUD_SECONDARY	32	1	1		2	29		1	30
CURRICULUM SPVR, SPEECH-LNG/PHY IMPAIRED	1				0	1			1
CURRICULUM SUP, AUTISM SPECTRUM DISORDER	1				0	1			1
CURRICULUM SUP, EARLY CHILDHOOD EDU	1				0	1			1
CURRICULUM SUP, VPK PROGRAM	1				0	1			1
CURRICULUM SUPERV SEVERE EMOT DIST NETWK	1				0	1			1
CURRICULUM SUPERVISOR, BEHAVIOR	1				0	1			1
CURRICULUM SUPERVISOR, BILINGUAL/ESOL	1				0	1			1
CURRICULUM SUPERVISOR, ESE	2				0	2			2
CURRICULUM SUPERVISOR, ESE PRIVATE SCHS	1				0	1			1
CURRICULUM SUPERVISOR, INTELLECTUAL DIS	1				0	1			1
DEPUTY SUPERINTENDENT	1				0	1			1
DIR, ATHLETICS & STUDENT ACTIVITIES	1				0	1			1
DIR, CHARTER SCHOOLS MANAGEMENT-SUPPORT	1				0	1			1
DIR, ED ASSESSMENT, ANALYSIS & RESEARCH	1				0	1			1
DIR, ENTERPRISE PROJECT MANAGEMENT OFFC	1	1			1				0

Positions 4/24/26	25/26 Total Positions Prior to Cuts	Eliminated: Filled (Employees Impacted)	Eliminated: Vacant	Eliminated: Delimited	Total Positions Eliminated	26/27 Filled	26/27 New	26/27 Vacant	25/26 Positions Remaining
DIR, FAMILY & COMMUNITY ENGMNT	1				0		1		1
DIR, INFORMATION SECURITY & ASSURANCE	1				0	1			1
DIR, STDT PREVENTION/WELLNESS INITIATIVE	1				0	1			1
DIR., BEHAVIORAL THREAT MANAGEMENT	1				0	1			1
DIR., DEMOGRAPHICS & ENROLLMENT PLANNING	1				0	1			1
DIRECTOR OF SAFETY & SECURITY OPERATIONS	1				0	1			1
DIRECTOR, ACCOUNTING & FINANCIAL RPTG	1				0	1			1
DIRECTOR, APPLICATION SERVICES	1				0	1			1
DIRECTOR, APPLIED LEARNING (INSTR)	1	1			1				0
DIRECTOR, BEFORE & AFTER SCHOOL CARE	1				0	1			1
DIRECTOR, BENEFITS & EMPLOYMENT SERVICES	1				0			1	1
DIRECTOR, BILINGUAL - ESOL	1				0	1			1
DIRECTOR, BUDGET	1	1			1				0
DIRECTOR, BUSINESS SUPPORT CENTER	1	1			1				0
DIRECTOR, CAPITAL BUDGET	1				0	1			1
DIRECTOR, CONSTRUCTION	1				0			1	1
DIRECTOR, COORD STUDENT HEALTH SVCS	1		1		1				0
DIRECTOR, CTACE	1				0	1			1
DIRECTOR, DATA INTELLIGENCE	1				0	1			1
DIRECTOR, EARLY CHILDHOOD EDUCATION	1				0	1			1
DIRECTOR, ELEMENTARY LEARNING	1				0	1			1
DIRECTOR, EMERGENCY MANAGEMENT	1				0	1			1
DIRECTOR, ENVIRONMENTAL HEALTH SAFETY	1				0	1			1
DIRECTOR, ESE CURRICULUM	1				0	1			1
DIRECTOR, ESE SUPPORT/COMPLIANCE	1				0	1			1
DIRECTOR, FACILITY PLANNING REAL ESTATE	1				0	1			1
DIRECTOR, FEDERAL PROGRAMS	1				0	1			1
DIRECTOR, FINANCE FOOD & NUTRION SVCS	1				0	1			1
DIRECTOR, FNS INFORMATION SYSTEMS	1				0	1			1
DIRECTOR, FOOD & NUTRITION SERVICES	1				0	1			1
DIRECTOR, GRANTS ADMINISTRATION	1				0	1			1
DIRECTOR, HR OPERATIONS	1	1			1				0
DIRECTOR, INFRASTRUCTURE SERVICES	1				0	1			1
DIRECTOR, INNOVATIVE LEARNING	1	1			1				0
DIRECTOR, INSTRUCTIONAL INNOVATION & DIGITA	1				0		1		1
DIRECTOR, LABOR RELATIONS	1				0		1		1
DIRECTOR, LEADERSHIP DEVELOPMENT	1				0	1			1
DIRECTOR, LEGISLATIVE AFFAIRS	1				0	1			1
DIRECTOR, MAGNET & INNOVATIVE PROGRAMS	1				0	1			1
DIRECTOR, MARKETING & STRATEGIC COMMNCTN	1				0	1			1
DIRECTOR, MEDIA RELATIONS	1				0	1			1
DIRECTOR, MENTAL HEALTH SERVICES	1	1			1				0
DIRECTOR, PAYROLL	1				0	1			1
DIRECTOR, PERFORMANCE MANAGEMENT	1				0	1			1
DIRECTOR, PHYSICAL PLANT OPERATIONS	1				0	1			1
DIRECTOR, PRE-CONSTRUCTION	1				0	1			1
DIRECTOR, PROCUREMENT & LOGISTIC OPS	1				0	1			1
DIRECTOR, PROFESSIONAL LEARNING & DEVEL	1		1		1				0
DIRECTOR, PROFESSIONAL PRACTICES	1				0	1			1
DIRECTOR, PROJECT MANAGEMENT OFFICE	1				0	1			1
DIRECTOR, RISK MANAGMENT	1				0	1			1
DIRECTOR, SCH CULTURE & STUDENT SUPPORT	1				0	1			1
DIRECTOR, SCHOOL COUNSELING	1				0	1			1
DIRECTOR, SECONDARY LEARNING	1				0	1			1
DIRECTOR, SPECIALIZED INSTRUCTION	1				0	1			1
DIRECTOR, STRATEGIC PARTNERSHIPS	1	1			1				0
DIRECTOR, STUDENT TRANSPORTATION & FLEET	1				0	1			1
DIRECTOR, TALENT ACQUISITION	1				0	1			1
DIRECTOR, TEACHING & LEARNING	14	3			3	11			11
DIRECTOR, TECHNOLOGY SUPPORT SERVICES	1				0	1			1
DIRECTOR, WORKERS COMPENSATION	1	1			1				0
DISTRICT COORDINATOR-PSYCHOLOGICAL SVCS	3	1			1	2			2
EMPLOYEE ASSISTANCE PROGRAM ADMIN	1				0	1			1

Positions 4/24/26	25/26 Total Positions Prior to Cuts	Eliminated: Filled (Employees Impacted)	Eliminated: Vacant	Eliminated: Delimited	Total Positions Eliminated	26/27 Filled	26/27 New	26/27 Vacant	25/26 Positions Remaining
EXEC DIR, FAMILY & COMMUNITY ENGMNT	1	1			1				0
EXEC DIR, PROCUREMENT & LOGISTIC OPS	1	1			1				0
EXEC DIR, PROF STANDARDS/LABOR RELATIONS	1	1			1				0
EXEC DIRECTOR, STRATEGIC INIT. MGMT	1	1			1				0
EXECUTIVE DIR, ANALYTICS & INTELLIGENCE	1				0	1			1
EXECUTIVE DIR, TECHNOLOGY OPERATIONS	1				0	1			1
EXECUTIVE DIRECTOR (NONINSTR NON-UNION)	1				0			1	1
EXECUTIVE DIRECTOR, BROADCASTING & MKTG	1				0	1			1
EXECUTIVE DIRECTOR, BUDGET	1				0		1		1
EXECUTIVE DIRECTOR, CAPITAL PROGRMS	1				0	1			1
EXECUTIVE DIRECTOR, ESE	1	1			1				0
EXECUTIVE DIRECTOR, PHYSICAL PLANT OPS	1				0	1			1
EXECUTIVE DIRECTOR, STUDENT TRANS & FLT	1				0	1			1
EXECUTIVE DIRECTOR, TALENT MANAGEMENT	1				0	1			1
HR ADMINISTRATOR III	3				0		3		3
HR ADMINISTRATOR III (SUPV)	1				0	1			1
HUMAN RESOURCES ADMINISTRATOR I	1			1	1				0
HUMAN RESOURCES ADMINISTRATOR II	1		1		1				0
HUMAN RESOURCES ADMINISTRATOR III	12		1		1	9		2	11
HUMAN RESOURCES ADMINISTRATOR IV, LEAVES	1				0			1	1
INFORMATION SPECIALIST III EEO (NONUNION)	1				0	1			1
IT SYSTEMS ARCHITECT	1				0	1			1
LIEUTENANT	2				0	1		1	2
MANAGER CONTRACT ADMINISTRATION	2				0	1	1		2
MANAGER EDUCATIONAL ASSESSMENT, A&R	1				0	1			1
MANAGER I (NON UNION)	11				0	10		1	11
MANAGER I, TRANSPORTATION TERMINAL	2				0	1		1	2
MANAGER I, VEHICLE MAINTENANCE	1				0	1			1
MANAGER II (NON UNION)	1	1			1				0
MANAGER II, TRANSPORTATION TERMINAL	2				0	1		1	2
MANAGER, ARCHITECTURAL ENGINEERING	1				0	1			1
MANAGER, BEHAVIORAL THREAT MANAGEMENT	1				0	1			1
MANAGER, BUSINESS PROCESS & PERF IMP.	1	1			1				0
MANAGER, CENTRALIZED ROUTING	1				0	1			1
MANAGER, CERTIFICATION AND INCENTIVES	1				0	1			1
MANAGER, COMPENSATION	1	1			1				0
MANAGER, CONSTRUCTION	2				0	1		1	2
MANAGER, CONSTRUCTION OPERATIONS	1				0			1	1
MANAGER, DISTRICT ADMINISTRATIVE SVCS	1				0	1			1
MANAGER, ELECTRICAL ENGINEERING	1				0			1	1
MANAGER, EMERGENCY MANAGEMENT	1				0	1			1
MANAGER, FACILITIES SUPPORT SERVICES	1				0	1			1
MANAGER, MARKETING	2				0	1	1		2
MANAGER, MEDIA & COMMUNITY RELATIONS	1				0		1		1
MANAGER, PPO FINANCE	1				0	1			1
MANAGER, PROCUREMENT COMPLIANCE	1				0	1			1
MANAGER, PROFESSIONAL PRACTICES	1				0	1			1
MANAGER, REAL ESTATE & GROWTH MANAGEMENT	1				0	1			1
MANAGER, SCHOOL CHOICE	1				0	1			1
MANAGER, STRATEGIC SOURCING	1				0	1			1
MANAGER, SUPPLIER & OUTREACH PROGRAM	1				0			1	1
MANAGER, TALENT MANAGEMENT	1				0	1			1
MANAGER, WAREHOUSING SERVICES	1				0	1			1
MANAGER, WORKERS COMP ANALYTICS & OPS	1				0	1			1
MANAGER, WORKERS COMP MED CONSUMERISM	1				0	1			1
MANAGER, WORKERS COMPENSATION CLAIMS	1				0	1			1
OFFICER, ECONOMIC DEV OPPS & CPL	1				0	1			1
REGIONAL SUPT, TEACH & LEARN	3				0	3			3
SENIOR MANAGER	1				0	1			1
SENIOR PAYROLL ANALYST	1		1		1				0
SENIOR PROCESS ANALYST	2	1			1	1			1
SENIOR PROPERTY COORDINATOR	1				0	1			1
SERGEANT	5				0	3		2	5

Positions 4/24/26	25/26 Total Positions Prior to Cuts	Eliminated: Filled (Employees Impacted)	Eliminated: Vacant	Eliminated: Delimited	Total Positions Eliminated	26/27 Filled	26/27 New	26/27 Vacant	25/26 Positions Remaining
SPEC, HSPTL HOMEBOUND, VI, PRVT SCHOOLS	1				0	1			1
SPECIALIST (INSTR) (NON UNION)	1				0	1			1
SPECIALIST, DHH & ESLs CHARTER SCHOOLS	1				0	1			1
SPECIALIST, HUMAN RESOURCES	5				0	3	1	1	5
SPECIALIST, HUMAN RESOURCES RECRUITMENT	3				0	3			3
SPECIALIST, LABOR RELATIONS	2				0	2			2
SPECL, POSITIVE BEHAVIOR INTERVENTIONS	12	8			8		4		4
SUPERVISOR (NONUNION)	6				0	6			6
SUPERVISOR I (NON UNION)	13		2		2	11			11
SUPERVISOR II (NON UNION)	1				0	1			1
SUPERVISOR PAYROLL (NON UNION)	1				0	1			1
SUPERVISOR, COLLEGE & CAREER READINESS	1				0	1			1
SUPERVISOR, FAMILY COUNSELING SERVICES	3				0	3			3
SUPERVISOR, FOSTER CARE SERVICES & POCAN	1				0	1			1
SUPERVISOR, HOMELESS SERVICES	1				0	1			1
SUPERVISOR, LEADERSHIP DEVELOPMENT	2	1			1	1			1
SUPERVISOR, MENTAL HEALTH SERVICES	2	2			2				0
SUPERVISOR, PROF DEVELOPMENT SUPPORT	1				0	1			1
SUPERVISOR, SCHOOL COUNSELING	1				0	1			1
SUPERVISOR, SCHOOL SOCIAL WORK SERVICES	5				0	4		1	5
SUPERVISOR, TCHR PROF LEARNING & GROWTH	2				0	2			2
SUPERVISOR, WORKERS COMP MED CASE MGMT	1				0	1			1
SUPERVISOR, WORKERS COMPENSATION CLAIMS	1				0	1			1
SUPV, MULTI-TIERED SYSTEM OF SUPPORT	2				0	2			2
TASK ASSIGNED ADMIN (ESMAB)	1				0	1			1
TREASURER (NON UNION)	1				0	1			1
VENDOR MANAGEMENT SPECIALIST	1				0		1		1
WORKERS COMP MEDICAL CASE MANAGER	8		1		1	7			7
WORKERS COMPENSATION CLAIMS ADJUSTER	8				0	8			8
WORKERS' COMPENSATION OPERATIONS ANALYST	1				0	1			1
(blank)	2		1	1	2				0
Executive	1				0	1			1
SUPERINTENDENT OF SCHOOLS	1				0	1			1
FOPE-Clerical	558	48	36	31	115	430		13	443
ACCOUNTING SPECIALIST I	4			1	1	3			3
ACCOUNTING SPECIALIST II	31	3	2		5	24		2	26
ACCOUNTS PAYABLE SPECIALIST	6				0	6			6
ADMINISTRATIVE SUPPORT ASSISTANT II	2	1			1	1			1
ADMINISTRATIVE SUPPORT ASSISTANT III	4				0	3		1	4
ADMINISTRATIVE SUPPORT ASSISTANT IV	27	2	1	1	4	21		2	23
BILINGUAL CLERK	1				0	1			1
BILINGUAL INTERPRETER-FACILITATOR	8		1		1	6		1	7
BOOKKEEPER III (CTY & VOC)	6				0	6			6
BUDGET SUPPORT SPECIALIST (COUNTY)	82	13	3		16	64		2	66
BUDGETKEEPER II	1			1	1				0
CLERICAL SUPPORT ASSISTANT II	7		1	2	3	4			4
CLERICAL SUPPORT ASSISTANT III	20	2	1	6	9	10		1	11
CLERICAL SUPPORT ASSISTANT IV	103	19	8	4	31	71		1	72
CLOSED CAPTIONING SPECIALIST	1	1			1				0
COMPOSITOR	2				0	2			2
COMPUTER OPERATOR I	5		1		1	4			4
COMPUTER OPERATOR II	3			1	1	2			2
CUSTOMER SERVICE ANALYST/SPECIALIST	3				0	3			3
CUSTOMER SERVICE SPECIALIST III	2		1		1	1			1
DATA ENTRY OPERATOR I (COUNTY)	9		2		2	7			7
DATA ENTRY OPERATOR II (COUNTY)	3			1	1	2			2
DATABASE RESEARCH ASSISTANT	8			1	1	7			7
DISTRICT TRANSLATOR	3				0	3			3
EDUC INTERPRETER DEAF/HARD HEARING I	7				0	6		1	7
EDUC INTERPRETER DEAF/HARD HEARING II	2			1	1	1			1
EDUC INTERPRETER DEAF/HARD HEARING III	1				0	1			1
EDUC INTERPRETER DEAF/HARD HEARING IV	3				0	3			3
FINANCIAL SYSTEMS FACILITATOR I	5		2		2	3			3

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FINANCIAL SYSTEMS FACILITATOR II	20	1	1		2	18			18
GENERAL CLERK II	7				0	7			7
GRAPHIC ARTIST	2				0	2			2
HEALTH TECHNICIAN I	8	2		2	4	4			4
HR SUPPORT SERVICE ASSISTANT	2				0	2			2
INFO MGMT SPLCLST (HS/CTR/COMMUNITY)	2	1			1	1			1
INFO MGMT TECH (ELEM/MID)	2				0	2			2
INSTRUCTIONAL MATERIAL DISTRIBUTOR FACIL	1				0	1			1
MAINTENANCE FUND CONTROL SPECIALIST	1				0	1			1
NETWORK ANALYST I	5		1		1	4			4
NETWORK ANALYST II	6			1	1	5			5
OFFICE MANAGER II-HS COUNTY & TECHNICAL	4	1	1		2	2			2
OPERATIONS SPECIALIST I	7			4	4	3			3
OPERATIONS SPECIALIST III	4				0	4			4
OPERATIONS SPECIALIST IV	6		1	1	2	4			4
PAYROLL PROCESSOR	16				0	16			16
PURCHASING AGENT SPECIALIST (COUNTY)	1				0	1			1
SECURITY CLEARANCE CLERK	1				0	1			1
SENIOR ACCOUNTS PAYABLE SPECIALIST	1				0	1			1
SENIOR PAYROLL/PAF PROCESSOR	4				0	4			4
SENIOR SPECIALIST, ACCOUNTS PAYABLE	5		1		1	3		1	4
SENIOR SPECIALIST, HR SUPPORT SERVICES	4	1	1	1	3	1			1
SENIOR SPECIALIST, PAYROLL	4				0	4			4
SPECIALIST, ACCOUNTS PAYABLE	8		2		2	6			6
SPECIALIST, EMPLOYMENT SERVICES SUPPORT	4				0	4			4
SPECIALIST, HR SUPPORT SERVICES	18		1	2	3	15			15
SPECIALIST, PAYROLL	6			1	1	5			5
STATE DATA BASE SPECIALIST	4				0	4			4
SYSTEMS FACILITATOR - HRD	1	1			1				0
TECHNICIAN I (COUNTY)	6				0	6			6
TECHNICIAN II (COUNTY)	1				0	1			1
TECHNOLOGY SUPPORT SPECIALIST I (COUNTY)	1				0	1			1
TECHNOLOGY SUPPORT SPECIALIST II	4		2		2	2			2
TECHNOLOGY SUPPORT TECHNICIAN I	4				0	3		1	4
TECHNOLOGY SUPPORT TECHNICIAN II	28		2		2	26			26
WEBMASTER I	1				0	1			1
FOPE-Facilities	66	1	8	4	13	53			53
ASST HEAD FACILITY SVPERSON-HIGH/TECH	2				0	2			2
BUILDING OPERATIONS SUPERVISOR (HS)	1				0	1			1
FACILITIES SERVICEPERSON	42	1	6	2	9	33			33
FACILITIES SERVICEPERSON & GROUNDS MAINT	5		2		2	3			3
HEAD FACILITIES SERVICEPERSON HIGH/VOC	15			2	2	13			13
POOL OPERATOR	1				0	1			1
FOPE-Food Service	41		1	16	17	11		13	24
FD NUTRITION SVCS GENERAL WORKER	6			3	3			3	3
FD SERV COOK & BKR II A	10			9	9			1	1
FOOD SERVICE ASSISTANT MANAGER III	1			1	1				0
FOOD SERVICE INTERN MANAGER	15				0	7		8	15
FOOD SERVICE MANAGER - ELEMENTARY	3		1	1	2			1	1
FOOD SERVICE MANAGER - HIGH	1			1	1				0
FOOD SERVICE MANAGER - MIDDLE	1			1	1				0
HIGH SCHOOL MGR - DISTRICT OFFICE, FNS	4				0	4			4
FOPE-Maintenance	791	37	58	19	114	661		16	677
A/C & REFRIGERATION MECHANIC APPRENTICE	13	1	1		2	11			11
A/C & REFRIGERATOR MECHANIC-JOURNEYMAN	64	1	4		5	59			59
APPRENTICE ALL TRADES, AUTO TRUCK MECHNC	1			1	1				0
AUTO & TRUCK MECHANIC (JRNYPNSN)	53		2	6	8	44		1	45
AUTO & TRUCK QC MECHANIC	1				0	1			1
BOILER MECHANIC	1				0	1			1
BUILDING SECURITY PERSON	14				0	14			14
CAF & INDUSTRIAL ARTS REP JOURNEYMAN	11	2			2	9			9
CARPENTER - JOURNEYMAN	45	3	1		4	40		1	41
CARPENTER APPRENTICE	3				0	3			3

Positions 4/24/26	25/26 Total Positions Prior to Cuts	Eliminated: Filled (Employees Impacted)	Eliminated: Vacant	Eliminated: Delimited	Total Positions Eliminated	26/27 Filled	26/27 New	26/27 Vacant	25/26 Positions Remaining
ELECTRICAL TECH JOURNEYMAN-COMMUN. EQUIP	9		2		2	7			7
ELECTRICAL TECH JOURNEYMAN-COMPUTERS	14	2			2	12			12
ELECTRICIAN - JOURNEYMAN	53	2	4		6	47			47
ELECTRICIAN APPRENTICE	2				0	2			2
ELECTRONIC TECH - FIRE ALARM SYSTEMS	7				0	7			7
ELECTRONIC TECHNICIAN-ITV JOURNEYPerson	6	4	1		5	1			1
ENERGY MANAGEMENT SYSTEM TECHNICIAN	2				0	2			2
FOREMAN - ELECTRONIC TECH/FIRE	2				0	2			2
FOREMAN, GROUNDS EQUIPMENT MECHANIC	1				0	1			1
FOREMAN, LABORER	1				0			1	1
FOREMAN, LOCKSMITH	1				0	1			1
FOREMAN, VEHICLE MAINTENANCE	7				0	6		1	7
FOREMAN, WAREHOUSE	2				0	2			2
FOREMAN-CARPENTER	1				0	1			1
FOREMAN-CARPENTER & MASON	9		1		1	6		2	8
FOREMAN-ELECTRICIAN	7				0	7			7
FOREMAN-HEAVY EQUIPMENT OPERATOR	1		1		1				0
FOREMAN-HVAC	9				0	8		1	9
FOREMAN-IRRIGATION	1				0	1			1
FOREMAN-LAWN/TURF	2				0	2			2
FOREMAN-MECHANICAL	6				0	6			6
FOREMAN-PAINTER	5				0	5			5
FOREMAN-PAINTER/MASON	1				0	1			1
FOREMAN-ROOFER	2				0	2			2
FOREMAN-SHEET METAL	1				0	1			1
FOREMAN-SMALL APPLIANCES	1				0	1			1
FOREMAN-UTILITY SERVICE/WELDER	2				0	2			2
GARAGE SERVICEPERSON	5			1	1	4			4
GENERAL MAINTENANCE AND REPAIR PERSON	16	1	4		5	11			11
GLAZIER	3				0	3			3
GROUNDS EQUIPMENT MECHANIC	3				0	3			3
HEAVY EQUIPMENT OPERATOR	3				0	3			3
HELPER	2				0	2			2
LABORER	47	2	12	1	15	32			32
LABORER VEHICLE MAINT	11		1	1	2	9			9
LEADMAN - VEHICLE MAINTENANCE	8			2	2	6			6
LEADMAN ELECTRICAL & MECHANICAL EQUIP	1				0	1			1
LEADMAN ELECTRICIAN	2				0	2			2
LEADMAN HEAVY EQUIP OPERATOR	2				0	2			2
LEADMAN HVAC	8				0	7		1	8
LEADMAN LABORER	1				0	1			1
LEADMAN MECHANICAL	2				0	2			2
LEADMAN ROOFER	1		1		1				0
LEADMAN UTILITY SERVICE	6		1		1	5			5
LEADMAN, LOCKSMITH	1				0	1			1
LEADPERSON, BUILDING SECURITY	2				0	2			2
LOCK AND HARDWARE MECHANIC-JOURNEYMAN	7				0	7			7
MAIL CLERK	2				0	2			2
MAIL SERVICE TRUCK DRIVER	11		1		1	9		1	10
MAINTENANCE TRUCK DRIVER	4				0	4			4
MAINTENANCE TRUCK DRIVER, HEAVY	1				0	1			1
MASON/TILE SETTER - JOURNEYMAN	12	1			1	11			11

Positions 4/24/26	25/26 Total Positions Prior to Cuts	Eliminated: Filled (Employees Impacted)	Eliminated: Vacant	Eliminated: Delimited	Total Positions Eliminated	26/27 Filled	26/27 New	26/27 Vacant	25/26 Positions Remaining
MASON/TILE SETTER APPRENTICE	1	1			1				0
PAINT & BODY MECHANIC (JOURNEYPERSON)	3				0	3			3
PAINT & BODY SERVICEPERSON	2			1	1	1			1
PAINTER - JOURNEYMAN	23	4			4	19			19
PAINTER APPRENTICE	2				0	2			2
PEST & WEED CONT OP CERT	2		1		1	1			1
PEST CONTROL APPLICATOR	6		2		2	4			4
PLUMBER - JOURNEYMAN	37	3	2		5	31		1	32
PLUMBER APPRENTICE	6		2		2	4			4
PUMP SERVICER	10		2		2	8			8
PUMP SERVICER APPRENTICE	3		1		1	2			2
ROOFER	13	3	1		4	9			9
SEWER MECHANIC	2				0	2			2
SHEET METAL MECHANIC	6				0	6			6
SIGN MAKER	1				0			1	1
SMALL MOWER OPERATOR	3				0	3			3
SPECIALIST, DISTRICT SECURITY OPS CENTER	14				0	13		1	14
STOCK CLERK	12			2	2	10			10
STOCK CLERK P & I	16		1		1	15			15
STOCKROOM ASSISTANT	2		1		1	1			1
STOCKROOM SERVICEPERSON	3			2	2	1			1
SURPLUSED FURNITURE FACILITATOR	1				0	1			1
TIRE REPAIRPERSON	3				0	3			3
TRACTOR-MOWER OPERATOR	17	1	1		2	13		2	15
UTILITY SERVICEPERSON - DISTRICT	44	2	4		6	37		1	38
VEHICLE UPHOLSTERY AND GLASS INSTALLER	2			2	2				0
WAREHOUSE RECORDS FACILITATOR	2				0	1		1	2
WAREHOUSE SECTION ATTENDANT	2				0	2			2
WAREHOUSE SERVICEPERSON	11	3	1		4	7			7
WAREHOUSE TRUCK DRIVER	11	1			1	10			10
WATER TREATMENT SERVICEPERSON	5		1		1	4			4
WELDER - JOURNEYMAN	4		1		1	3			3
FOPE-Security	934			7	7	856		71	927
ARMED SAFE SCH OFFCR TRAINEE - INTERNAL	1				0			1	1
ARMED SAFE SCHOOL OFFICER - GUARDIAN	85				0	74		11	85
CAMPUS MONITOR	589				0	541		48	589
SECURITY SPECIALIST	259			7	7	241		11	252
FOPE-Transportation	1305		64	77	141	1139		25	1164
BUS ATTENDANT	395		26	43	69	322		4	326
BUS OPERATOR	630		19		19	597		14	611
BUS OPERATOR-ESE TRANSPORTATION TRAINER	1				0	1			1
BUS OPERATOR-SPECIAL NEEDS	141		8		8	129		4	133
BUS OPERATOR-TRANSPORTATION DISPATCHER	4			2	2	2			2
BUS OPERATOR-TRANSPORTATION SPECIALIST	32		3	1	4	26		2	28
BUS OPERATOR-TRANSPORTATION TRAINER	8			2	2	5		1	6
BUS TRAINEE (INTERNAL HIRE/TRANSFER)	1				0	1			1
RELIEF BUS OPERATOR	93		8	29	37	56			56
PBA	27				0	24		3	27
SCHOOL POLICE OFFICER, BCPS POLICE	27				0	24		3	27
Grand Total	6144	306	288	215	809	5066	26	243	5335

Row Labels	25/26 Total Positions Prior to Cuts	Eliminated Filled	Eliminated Vacant	Elinated Delimit/Vacant	Total Positions Eliminated	26/27 Filled	26/27 Vacant	26/27 New	26/27 Positions Remaining
BPAA	2				0	2		0	2
PRINCIPAL COACH	2				0	2			2
BTU-EP	1079	112	59	25	196	849	34	0	883
ASSISTIVE TECHNOLOGY PROGRAM SPECIALIS	7		1		1	6			6
BEHAVIOR PROGRAM SPECIALIST	20	4			4	16			16
COUNTY ATHLETIC DIRECTOR	1				0		1		1
CTE INSTRUCTIONAL FACILITATOR	5	1			1	3	1		4
CURRICULUM/PROGRAM SPECIALIST	3				0	2	1		3
DATA COACH SPECIALIST	4				0	4			4
ELEMENTARY SCHOOL COUNSELOR	18	11	1	1	13	5			5
EXCEPTIONAL STUDENT EDUCATION SPECIALIS	49		2	1	3	44	2		46
FAMILY COUNSELOR	6	3			3	3			3
FAMILY COUNSELOR-ESE	57		5		5	52			52
INCLUSION SPECIALIST, HEAD START-VPK	5	1			1	4			4
INSTRUCTIONAL FACILITATOR	117	21	14		35	79	3		82
INSTRUCTIONAL TECHNOLOGY FACILITATOR	3	2		1	3				0
OCCUPATIONAL THERAPIST	2				0	2			2
SCHOOL PSYCHOLOGIST	151			11	11	131	9		140
SCHOOL SOCIAL WORKER	197		8		8	188	1		189
SECONDARY SCHOOL COUNSELING DIRECTOR	8		1		1	6	1		7
SECONDARY SCHOOL COUNSELOR-ADULT ED	1				0	1			1
SECONDARY SCHOOL COUNSELOR-HIGH	1				0	1			1
SPECIALIST, CHILD FIND	2				0	2			2
SPEECH LANGUAGE PATHOLOGIST	14			5	5	7	2		9
SPEECH/LANGUAGE PROGRAM SPECIALIST	9		1		1	8			8
STUDENT SUPPORT INST. SPECIALIST	40	36		2	38		2		2
TEACHER SPECIALIST-EARLY CHILDHOOD	16				0	15	1		16
TEACHER-AUDIOLOGIST	11				0	10	1		11
TEACHER-BEHAVIORAL SUPPORT	20	13	2		15	4	1		5
TEACHER-CASE MANAGER	2	1			1	1			1
TEACHER-COURSE DESIGNER ONLINE	1				0	1			1
TEACHER-CURRICULUM FACILITATOR	1		1		1				0
TEACHER-DEAF & HARD OF HEARING	14		2	1	3	11			11
TEACHER-ESE SPECIALIST	20	2	2		4	16			16
TEACHER-ESE SUPPORT FACILITATOR	2				0	2			2
TEACHER-ESE VISUALLY IMPAIRED	11		1	1	2	8	1		9
TEACHER-EVALUATION PROGRAM SPECIALIST	20				0	20			20
TEACHER-GRANT FACILITATOR	18		1		1	14	3		17
TEACHER-HOSPITAL/HOMEBOUND	23				0	22	1		23
TEACHER-INDUCTION COACH	18	3	4		7	11			11
TEACHER-INSTRUCTIONAL SPECIALIST	31	2	4		6	25			25
TEACHER-MASTER COACH	6				0	6			6
TEACHER-MONITOR (DHH)	1				0	1			1
TEACHER-ON SPECIAL ASSIGNMENT	8	4	1		5	2	1		3
TEACHER-PEER REVIEWER	1				0	1			1
TEACHER-PRIVATE SCHOOL	14				0	14			14
TEACHER-PROGRAM MONITOR (INSER/CUR)	2				0	2			2
TEACHER-RESOURCE ELEMENTARY	5				0	5			5
TEACHER-RESOURCE SECONDARY	2				0	2			2
TEACHER-STAFF DEVELOPER	35	8	8	1	17	18			18
TEACHER-TRANSITION SERVICES ESE	6			1	1	5			5
THERAPIST, FAMILY COUNSELING PROGRAM	71				0	69	2		71
BTU-ESP	106	7	3	3	13	88	5	0	93
BEHAVIORAL TECHNICIAN	14		1		1	13			13
BRACE ADVISOR - BA	1				0	1			1
COMMUNITY LIAISON	43	6	1	3	10	30	3		33
JOB COACH	4	1	1		2	2			2
PARENT EDUCATOR	44				0	42	2		44
BTU-TSP	636	40	37	20	97	502	37	3	542
ACCOUNTANT I (PROF)	1			1	1				0
ACCOUNTANT II (PROF)	1				0	1			1
ACCOUNTANT III	7				0	7			7
ACCOUNTANT IV	7				0	7			7
ACCOUNTANT V	2		1		1	1			1
ANALYST	1		1		1				0
ANALYST ENERGY CONSERVATION (PROF)	3				0	2	1		3
ANALYST, CERTIFICATION	1				0	1			1
ANALYST, IT CABLING	1				0	1			1
ANALYST, IT DATA-VOICE	1				0	1			1

Row Labels	25/26 Total Positions Prior to Cuts	Eliminated Filled	Eliminated Vacant	Elinated Delimit/Vacant	Total Positions Eliminated	26/27 Filled	26/27 Vacant	26/27 New	26/27 Positions Remaining
ANALYST, PROTECTIVE RESEARCH	2		1		1	1			1
ANALYST, SECURITY	2			1	1	1			1
AREA SUPERVISOR I, MAINTENANCE	3				0	3			3
AREA SUPERVISOR, MAINTENANCE	1				0	1			1
ASSISTANT CHIEF BUILDING OFFICIAL	1		1		1				0
ASSISTANT COORDINATOR, FNS	1				0	1			1
ASSISTANT SUPERVISOR II	2				0	2			2
ASST PROGRAM MGR NUTRITION ED & TRAININ	1				0	1			1
ASST. AREA SUPERVISOR, MAINTENANCE	3				0	3			3
BASIS ADMINISTRATOR	1				0	1			1
BUDGET ANALYST I	4				0	4			4
BUDGET ANALYST II	5				0	5			5
BUDGET ANALYST III	15				0	15			15
BUSINESS ANALYST	3		1		1	2			2
CAD DRAFTSPERSON D	2		1		1	1			1
CAP PAYMENT REVIEW SUPERVISOR	1				0	1			1
CAPITAL BUDGET ANALYST IV	2	1			1	1			1
CAPITAL BUDGET ANALYST V	1				0	1			1
CAPITAL NETWORK SYSTEM ADMIN (SUPV)	1				0	1			1
CLINICAL NURSE	17	1	1		2	14	1		15
CLINICAL NURSING SUPERVISOR (SUPV)	5	1	1		2	3			3
COMMUNITY RESOURCE SPECIALIST (PROF)	2				0	2			2
COORDINATOR (PROF)	1				0	1			1
COORDINATOR I (PROF)	5	1			1	4			4
COORDINATOR I (SUPV)	2	1			1	1			1
COORDINATOR, EMERGENCY MANAGEMENT	2				0	2			2
COORDINATOR, FACIL PLANNING & EDUC PRO	1				0		1		1
COORDINATOR, FISH	1				0	1			1
COORDINATOR, GOVERNMENTAL AFFAIRS	1				0	1			1
COORDINATOR, OUTREACH PROGRAM (COMP)	1				0	1			1
COORDINATOR, STRATEGIC PARTNERSHIPS	1	1			1				0
COORDINATOR, SUPPLIER & OUTREACH PROG	1		1		1				0
COORDINATOR, TEACHER SUPPORT	4	2	1		3	1			1
COST ACCOUNTANT (PROF)	1				0	1			1
COURTS LIAISON	1				0	1			1
CYBER THREAT DEFENDER	1				0	1			1
DATA MANAGEMENT SPECIALIST	2				0	2			2
DATA MGMT SPECIALIST, BEHAVIORAL THREAT	7				0	7			7
DATABASE RESEARCHER III (PROF)	3				0	3			3
DATABASE RESEARCHER IV (PROF)	4		1		1	3			3
DEMOGRAPHER ANALYST	1				0	1			1
DESIGNER III ARCHITECT (PROF)	1				0	1			1
DIGITAL BROADCAST ENGINEER (PROF)	1				0	1			1
DIGITAL FORENSIC EXAMINER-INCIDENT RESP	1				0	1			1
DISTANCE LEARNING OUTREACH SPEC (PROF)	1				0	1			1
DISTRICT WEBMASTER	2				0	2			2
EDUCATIONAL SPECIALIST I (PROF)	2				0	2			2
EDUCATIONAL SPECIALIST I, ESOL-FRGN LANG	2				0	2			2
EMPLOYEE HEALTH TESTING SPECIALIST	1				0	1			1
ENGINEER I, IT NOC & MAINTENANCE	2				0	2			2
ENGINEER II, IT NOC & MAINTENANCE	2				0	2			2
ENGINEER, CYBER SECURITY SOFTWARE	1				0	1			1
ENVIRONMENTAL HEALTH & SAFETY SPEC II	5				0	5			5
EVALUATION ADMINISTRATOR (PROF)	2				0	2			2
EXECUTIVE PRODUCER BECON (PROF)	3				0	3			3
FINANCE MANAGER (PROF)	1				0	1			1
FINANCIAL REPORTING ANALYST	2				0	2			2
FINANCIAL SYSTEMS INTEGRATOR	3			1	1	1	1		2
FIRE SAFETY INSPECTOR I	2				0		2		2
FIRE SAFETY INSPECTOR II	2				0	2			2
GRANTS ADMIN, ACCOUNTABILITY & REPORTIN	1				0	1			1
GRANTS ADMINISTRATOR SPECIALIST	2		1		1	1			1
GRANTS SPECIALIST (PROF)	1				0	1			1
GRANTS WRITER	2		1		1	1			1
GROUND MANAGER	1				0	1			1
INST & DIGITAL MATERIAL ANALYST	1				0	1			1
IT BUSINESS ANALYST	8			1	1	7			7
IT NETWORK SUPPORT I	3			1	1	2			2
IT TRAINING AND ADOPTION SPECIALIST	5				0	5			5

Row Labels	25/26 Total Positions Prior to Cuts	Eliminated Filled	Eliminated Vacant	Elinated Delimit/Vacant	Total Positions Eliminated	26/27 Filled	26/27 Vacant	26/27 New	26/27 Positions Remaining
MANAGER GRAPHICS/PRODUCT (SUPV)	1				0	1			1
MANAGER II PRODUCTION (SUPV)	1	1			1				0
MANAGER, ACCOUNTS PAYABLE	1				0	1			1
MANAGER, AREA SECURITY	14				0	13	1		14
MANAGER, BUDGET	1				0	1			1
MANAGER, CAMPUS SECURITY	43				0	34	9		43
MANAGER, DATABASE ADMINISTRATION	1	1			1				0
MANAGER, DISTRICT SECURITY OPR TNS CNTR	1				0	1			1
MANAGER, ELECTRONIC MGMT SYSTEM EZ IEP	1				0	1			1
MANAGER, GRANT PROGRAMS OVERSIGHT	2				0	2			2
MANAGER, INFORMATION TECH-ERP FICO & BI	1				0	1			1
MANAGER, INFORMATION TECHNOLOGY ERP H	1				0	1			1
MANAGER, IT ERP DEVELOPMENT & SUPPORT	1				0	1			1
MANAGER, TRANSPORTATION OPERATIONS	1				0	1			1
MARKETING SPECIALIST, STRATEGIC P'SHIPS	1	1			1				0
MEDICAID SPECIALIST	1			1	1				0
MINORITY-WOMEN (M-WBE) SPECIALIST II	1				0	1			1
MINORITY-WOMEN (M-WBE) SPECIALIST III	2			1	1	1			1
NETWORK ANALYST III (PROF)	1				0	1			1
NETWORK ANALYST IV	1				0	1			1
OPERATIONAL ANALYST, PPO	1				0	1			1
OPERATIONS & LOGISTICS SPEC-JROTC & SLDC	3				0	3			3
OPERATIONS SPECIALIST I	1				0		1		1
PLANNER, GROWTH MANAGEMENT IMPACT	1				0	1			1
PLANNER, GROWTH MANAGEMENT MONITORING	1		1		1				0
PLANS EXAMINER/INSPECTOR - BUILDING	4				0	3	1		4
PLANS EXAMINER/INSPECTOR - ELECTRICAL	3				0	1	2		3
PLANS EXAMINER/INSPECTOR - FIRE SAFETY	3				0	3			3
PLANS EXAMINER/INSPECTOR - MECHANICAL	2				0		2		2
PLANS EXAMINER/INSPECTOR - PLUMBING	2				0	1	1		2
PLANS EXAMINER/INSPECTOR - ROOFING	2				0		2		2
PROCESS ANALYST - PROCUREMENT & WHS	3		1		1	2			2
PROCESS ANALYST (PROF)	1				0	1			1
PROCESS ANALYST, BUSINESS SUPPORT CENT	1				0	1			1
PROCESS ANALYST, BUSINESS SYSTEM INTEL	1				0	1			1
PROCESS ANALYST, ERP	1				0	1			1
PROCESS ANALYST, FUNDS MGMT & PBC	1				0	1			1
PROCESS ANALYST, PAYROLL	2		1		1	1			1
PROCESS ANALYST, PROFESSIONAL DEV	1				0	1			1
PROCESS ANALYST, WEB SERVICES	1				0	1			1
PROFESSIONAL DEVELOPMENT SPECIALIST	18	1	3	1	5	13		1	14
PROG COORD III, BROWARD EDUC FD	2				0	1	1		2
PROGRAM COORDINATOR, MEAL BENEFITS FNS	1				0	1			1
PROGRAM MGR, NUTRITION ED & TRAINING	1				0	1			1
PROGRAM SUPERVISOR (PROF)	4	2			2	2			2
PROJECT COORDINATOR, INFORMATION & TEC	2				0	2			2
PROJECT MANAGER II	3				0	3			3
PROJECT MANAGER II, GUARANTEED NRG PERF	1	1			1				0
PROJECT MANAGER III	2	1			1		1		1
PROJECT MGR, OCCUP HEALTH/ENVIRON CTRL	3				0	3			3
PROJECT MGR, TECHNOLOGY & INSTRUCTION	1	1			1				0
PROJECTS COORDINATOR PPO	5				0	5			5
PROPERTY & INVENTORY COORDINATOR, OPS	2				0	2			2
PROPERTY COORDINATOR	1				0	1			1
PURCHASING AGENT I (PROF)	8	2		2	4	4			4
PURCHASING AGENT II	2				0	2			2
PURCHASING AGENT III	7		1	2	3	4			4
PURCHASING AGENT IV (PROF)	3	1			1	1	1		2
PURCHASING CARD COORDINATOR	1				0	1			1
REAL PROPERTY ANALYST	1		1		1				0
REGISTERED NURSE, SCHOOL HEALTH	13			4	4	6	3		9
RESEARCH SPECIALIST	6	2			2	3	1		4
ROUTE PLANNER (PROF)	8		1		1	7			7
SCHEDULER, PHYSICAL PLANT OPERATIONS	4		1	1	2	2			2
SECTION 504 ADA SPECIALIST	2				0	2			2
SENIOR FIRE SAFETY INSPECTOR	1				0	1			1
SENIOR PLAN EXAMINER	1				0	1			1
SENIOR SECURITY ANALYST	1				0	1			1
SENIOR SYSTEMS PROGRAMMER	1				0	1			1

Row Labels	25/26 Total Positions Prior to Cuts	Eliminated Filled	Eliminated Vacant	Elinated Delimit/Vacant	Total Positions Eliminated	26/27 Filled	26/27 Vacant	26/27 New	26/27 Positions Remaining
SENIOR TELECOMMUNICATION ANALYST	1				0	1			1
SHIFT SUPERVISOR-TRANSPORTATION (PROF)	11				0	8	3		11
SOFTWARE ENGINEER	22		3		3	19			19
SPACE PLANNING ANALYST	1				0	1			1
SPEC, TITLE I BASIC SCH-WIDE P&P IMPROV	1				0	1			1
SPECIALIST QA - CUSTODIAL (PROF)	3		3		3				0
SPECIALIST, COMMUNICATIONS (PROF)	5	2			2	3			3
SPECIALIST, DEMOGRAPHER/STATISTICIAN	1				0	1			1
SPECIALIST, FAMILY ENGAGEMENT	1				0	1			1
SPECIALIST, FEDERAL PROGRAMS	7	1			1	6			6
SPECIALIST, FNS EQUIP. & SUPPLIES	1				0	1			1
SPECIALIST, HEAD START	4				0	4			4
SPECIALIST, HR INFO SYSTEMS (BENEFITS)	1				0		1		1
SPECIALIST, HR INFORMATION SYSTEMS	5	1	1		2	3			3
SPECIALIST, IT DATA-VOICE	1				0	1			1
SPECIALIST, PAYROLL OPERATIONS	1		1		1				0
SPECIALIST, PRINTING SERVICES								1	1
SPECIALIST, QUALITY ASSURANCE-FNS	1				0	1			1
SPECIALIST, SAFETY TRAINING	1	1			1			1	1
SPECIALIST, SOCIAL MEDIA	1	1			1				0
SPECIALIST, TESTING	2				0	2			2
SR DATA ANALYST - TRANSPORTATION	1				0	1			1
SR PLANS EXAMINER/INSPECTOR FIRE SAFETY	1		1		1				0
SR PROJECT MGR TECH, PROJECT MGMT OFFIC	3	1			1	2			2
STAFF ASSISTANT (HRD) (PROF)	2	1			1	1			1
STATION MANAGER BROADCASTING	1				0	1			1
SUPERVISOR I, ELECTRICAL	2				0	2			2
SUPERVISOR I, HVAC	1				0	1			1
SUPERVISOR I, INFORMATION TECHNOLOGY	2				0	2			2
SUPERVISOR I, MECHANICAL	1				0	1			1
SUPERVISOR I, PRINTING SERVICES	1	1			1				0
SUPERVISOR I, ROOFING	1				0	1			1
SUPERVISOR I, VEHICLE MAINTENANCE	2				0	2			2
SUPERVISOR II	1				0	1			1
SUPERVISOR II - CENTRALIZED PARTS	1				0	1			1
SUPERVISOR II, CUSTODIAL	4				0	4			4
SUPERVISOR II, GROUNDS	2				0	2			2
SUPERVISOR II, TRAINING OPERATIONS	1	1			1				0
SUPERVISOR III (PROF)	1				0	1			1
SUPERVISOR III, OFFICE OPS - DATA ENTRY	1		1		1				0
SUPERVISOR III, OPERATIONS	1				0	1			1
SUPERVISOR, DATA ENTRY (ACCOUNTING)	1				0	1			1
SUPERVISOR, FNS EQUIPMENT & SUPPLIES	1				0	1			1
SUPERVISOR, HR SUPPORT SERVICES	4	2	1	1	4				0
SUPERVISOR, INTERNAL ACCOUNTS SUPPORT	2				0	2			2
SUPERVISOR, LOGISTICS & RELOCATION SVCS	3				0	3			3
SUPERVISOR, PLANNING & SCHEDULING	1				0	1			1
SUPERVISOR, RECORDS RETENTION	1	1			1				0
SUPERVISOR, SPECIAL NEEDS TRANSPORTATIO	1		1		1				0
SYSTEM SUPPORT SPECIALIST	3				0	3			3
SYSTEMS ANALYST II	1				0	1			1
SYSTEMS ANALYST III	21	3		1	4	16	1		17
SYSTEMS ANALYST IV	7		1		1	6			6
SYSTEMS ENGINEER	2		1		1	1			1
SYSTEMS SUPPORT SPECIALIST II	19	1			1	18			18
SYSTEMS SUPPORT SPECIALIST III	2				0	2			2
TECH SERV SUPV FOOD SERVICE (PROF)	1				0	1			1
TECHNICAL SUPPORT ANALYST I	10			1	1	9			9
TECHNICAL SUPPORT ANALYST II	5				0	5			5
TECHNICAL SUPPORT ANALYST III	5				0	5			5
TRAFFIC SUPERVISOR	1				0	1			1
TRAINER-SAFETY, SECURITY & EMRGNCY PREP	3				0	3			3
TRANSPORTATION ROUTE ANALYST	1				0	1			1
TREASURY ANALYST I (PROF)	1				0	1			1
TREASURY ANALYST III	2				0	2			2
TV ART/GRAPHICS SPEC (PROF)	2				0	2			2
TV AUDIO PRODUCTION SPECIALIST (PROF)	2				0	2			2
TV BROADCAST ENGINEER I	4				0	4			4
TV BROADCAST MAINTENANCE ENGINEER (PRO	3				0	3			3

Row Labels	25/26 Total Positions Prior to Cuts	Eliminated Filled	Eliminated Vacant	Elinated Delimit/Vacant	Total Positions Eliminated	26/27 Filled	26/27 Vacant	26/27 New	26/27 Positions Remaining
TV CREW CHIEF (PROF)	1				0	1			1
TV PRODUCER/DIRECTOR	2				0	2			2
TV PRODUCTION ASSISTANT (PROF)	5	1			1	4			4
WELLNESS COORDINATOR	1				0	1			1
COPA	167	15	11	7	33	129	5	0	134
CLERK SPECIALIST A (CONF)	17		2	2	4	13			13
CLERK SPECIALIST B	60	4	6	3	13	46	1		47
DEPARTMENT SECRETARY (CONF)	35	6	2		8	27			27
EXECUTIVE SECRETARY	14		1		1	11	2		13
EXECUTIVE SECRETARY - DEPUTY SUPT	4			1	1	3			3
EXECUTIVE SECRETARY TO THE SUPT	1				0	1			1
OFFICE MANAGER	30	5		1	6	22	2		24
RECORDS MANAGEMENT ASSISTANT	1				0	1			1
SECRETARY, EAP (CONF)	1				0	1			1
WORKERS' COMPENSATION CLERK SPECIALIST	4				0	4			4
Executive	1				0	1		0	1
SUPERINTENDENT OF SCHOOLS	1				0	1			1
FOPE-Clerical	558	47	47	31	125	428	5	0	433
ACCOUNTING SPECIALIST I	4			1	1	3			3
ACCOUNTING SPECIALIST II	31	3	4		7	24			24
ACCOUNTS PAYABLE SPECIALIST	6				0	6			6
ADMINISTRATIVE SUPPORT ASSISTANT II	2	1			1	1			1
ADMINISTRATIVE SUPPORT ASSISTANT III	4		1		1	3			3
ADMINISTRATIVE SUPPORT ASSISTANT IV	27	2	3	1	6	21			21
BILINGUAL CLERK	1				0	1			1
BILINGUAL INTERPRETER-FACILITATOR	8		1		1	6	1		7
BOOKKEEPER III (CTY & VOC)	6				0	6			6
BUDGET SUPPORT SPECIALIST (COUNTY)	82	13	5		18	64			64
BUDGETKEEPER II	1			1	1				0
CLERICAL SUPPORT ASSISTANT II	7		1	2	3	4			4
CLERICAL SUPPORT ASSISTANT III	20	2	2	6	10	10			10
CLERICAL SUPPORT ASSISTANT IV	103	19	8	4	31	69	3		72
CLOSED CAPTIONING SPECIALIST	1	1			1				0
COMPOSITOR	2				0	2			2
COMPUTER OPERATOR I	5		1		1	4			4
COMPUTER OPERATOR II	3			1	1	2			2
CUSTOMER SERVICE ANALYST/SPECIALIST	3				0	3			3
CUSTOMER SERVICE SPECIALIST III	2		1		1	1			1
DATA ENTRY OPERATOR I (COUNTY)	9		2		2	7			7
DATA ENTRY OPERATOR II (COUNTY)	3			1	1	2			2
DATABASE RESEARCH ASSISTANT	8			1	1	7			7
DISTRICT TRANSLATOR	3				0	3			3
EDUC INTERPRETER DEAF/HARD HEARING I	7		1		1	6			6
EDUC INTERPRETER DEAF/HARD HEARING II	2			1	1	1			1
EDUC INTERPRETER DEAF/HARD HEARING III	1				0	1			1
EDUC INTERPRETER DEAF/HARD HEARING IV	3				0	3			3
FINANCIAL SYSTEMS FACILITATOR I	5		2		2	3			3
FINANCIAL SYSTEMS FACILITATOR II	20	1	1		2	18			18
GENERAL CLERK II	7				0	7			7
GRAPHIC ARTIST	2				0	2			2
HEALTH TECHNICIAN I	8	1	1	2	4	4			4
HR SUPPORT SERVICE ASSISTANT	2				0	2			2
INFO MGMT SPCLST (HS/CTR/COMMUNITY)	2	1			1	1			1
INFO MGMT TECH (ELEM/MID)	2				0	2			2
INSTRUCTIONAL MATERIAL DISTRIBUTOR FACIL	1				0	1			1
MAINTENANCE FUND CONTROL SPECIALIST	1				0	1			1
NETWORK ANALYST I	5		1		1	4			4
NETWORK ANALYST II	6			1	1	5			5
OFFICE MANAGER II-HS COUNTY & TECHNICAL	4	1	1		2	2			2
OPERATIONS SPECIALIST I	7			4	4	3			3
OPERATIONS SPECIALIST III	4				0	4			4
OPERATIONS SPECIALIST IV	6		1	1	2	4			4
PAYROLL PROCESSOR	16				0	16			16
PURCHASING AGENT SPECIALIST (COUNTY)	1				0	1			1
SECURITY CLEARANCE CLERK	1				0	1			1
SENIOR ACCOUNTS PAYABLE SPECIALIST	1				0	1			1
SENIOR PAYROLL/PAF PROCESSOR	4				0	4			4
SENIOR SPECIALIST, ACCOUNTS PAYABLE	5		1		1	3	1		4
SENIOR SPECIALIST, HR SUPPORT SERVICES	4	1	1	1	3	1			1

Row Labels	25/26 Total Positions Prior to Cuts	Eliminated Filled	Eliminated Vacant	Elinated Delimit/Vacant	Total Positions Eliminated	26/27 Filled	26/27 Vacant	26/27 New	26/27 Positions Remaining
SENIOR SPECIALIST, PAYROLL	4				0	4			4
SPECIALIST, ACCOUNTS PAYABLE	8		2		2	6			6
SPECIALIST, EMPLOYMENT SERVICES SUPPORT	4				0	4			4
SPECIALIST, HR SUPPORT SERVICES	18		1	2	3	15			15
SPECIALIST, PAYROLL	6			1	1	5			5
STATE DATA BASE SPECIALIST	4				0	4			4
SYSTEMS FACILITATOR - HRD	1	1			1				0
TECHNICIAN I (COUNTY)	6				0	6			6
TECHNICIAN II (COUNTY)	1				0	1			1
TECHNOLOGY SUPPORT SPECIALIST I (COUNTY)	1				0	1			1
TECHNOLOGY SUPPORT SPECIALIST II	4		2		2	2			2
TECHNOLOGY SUPPORT TECHNICIAN I	4		1		1	3			3
TECHNOLOGY SUPPORT TECHNICIAN II	28		2		2	26			26
WEBMASTER I	1				0	1			1
FOPE-Facilities	66		9	4	13	53		0	53
ASST HEAD FACILITY SVPERSON-HIGH/TECH	2				0	2			2
BUILDING OPERATIONS SUPERVISOR (HS)	1				0	1			1
FACILITIES SERVICEPERSON	42		7	2	9	33			33
FACILITIES SERVICEPERSON & GROUNDS MAIN	5		2		2	3			3
HEAD FACILITIES SERVICEPERSON HIGH/VOC	15			2	2	13			13
POOL OPERATOR	1				0	1			1
FOPE-Food Service	41		1	16	17	11	13	0	24
FD NUTRITION SVCS GENERAL WORKER	6			3	3		3		3
FD SERV COOK & BKR II A	10			9	9		1		1
FOOD SERVICE ASSISTANT MANAGER III	1			1	1				0
FOOD SERVICE INTERN MANAGER	15				0	7	8		15
FOOD SERVICE MANAGER - ELEMENTARY	3		1	1	2		1		1
FOOD SERVICE MANAGER - HIGH	1			1	1				0
FOOD SERVICE MANAGER - MIDDLE	1			1	1				0
HIGH SCHOOL MGR - DISTRICT OFFICE, FNS	4				0	4			4
FOPE-Maintenance	791	32	63	19	114	661	16	0	677
A/C & REFRIGERATION MECHANIC APPRENTICE	13	1	1		2	11			11
A/C & REFRIGERATOR MECHANIC-JOURNEYMA	64	1	4		5	59			59
APPRENTICE ALL TRADES, AUTO TRUCK MECHN	1			1	1				0
AUTO & TRUCK MECHANIC (JRNYPRSN)	53		2	6	8	44	1		45
AUTO & TRUCK QC MECHANIC	1				0	1			1
BOILER MECHANIC	1				0	1			1
BUILDING SECURITY PERSON	14				0	14			14
CAF & INDUSTRIAL ARTS REP JOURNEYMAN	11	2			2	9			9
CARPENTER - JOURNEYMAN	45	2	2		4	41			41
CARPENTER APPRENTICE	3				0	3			3
ELECTRICAL TECH JOURNEYMAN-COMMUN. EC	9		2		2	7			7
ELECTRICAL TECH JOURNEYMAN-COMPUTERS	14	2			2	12			12
ELECTRICIAN - JOURNEYMAN	53	2	4		6	47			47
ELECTRICIAN APPRENTICE	2				0	2			2
ELECTRONIC TECH - FIRE ALARM SYSTEMS	7				0	7			7
ELECTRONIC TECHNICIAN-ITV JOURNEYPERSO	6	4	1		5	1			1
ENERGY MANAGEMENT SYSTEM TECHNICIAN	2				0	2			2
FOREMAN - ELECTRONIC TECH/FIRE	2				0	2			2
FOREMAN, GROUNDS EQUIPMENT MECHANIC	1				0	1			1
FOREMAN, LABORER	1				0		1		1
FOREMAN, LOCKSMITH	1				0	1			1
FOREMAN, VEHICLE MAINTENANCE	7				0	6	1		7
FOREMAN, WAREHOUSE	2				0	2			2
FOREMAN-CARPENTER	1				0	1			1
FOREMAN-CARPENTER & MASON	9		1		1	6	2		8
FOREMAN-ELECTRICIAN	7				0	7			7
FOREMAN-HEAVY EQUIPMENT OPERATOR	1		1		1				0
FOREMAN-HVAC	9				0	8	1		9
FOREMAN-IRRIGATION	1				0	1			1
FOREMAN-LAWN/TURF	2				0	1	1		2
FOREMAN-MECHANICAL	6				0	6			6
FOREMAN-PAINTER	5				0	5			5
FOREMAN-PAINTER/MASON	1				0	1			1
FOREMAN-ROOFER	2				0	2			2
FOREMAN-SHEET METAL	1				0	1			1
FOREMAN-SMALL APPLIANCES	1				0	1			1
FOREMAN-UTILITY SERVICE/WELDER	2				0	2			2
GARAGE SERVICEPERSON	5			1	1	4			4

Row Labels	25/26 Total Positions Prior to Cuts	Eliminated Filled	Eliminated Vacant	Elinated Delimit/ Vacant	Total Positions Eliminated	26/27 Filled	26/27 Vacant	26/27 New	26/27 Positions Remaining
GENERAL MAINTENANCE AND REPAIR PERSON	16	1	4		5	11			11
GLAZIER	3				0	3			3
GROUNDS EQUIPMENT MECHANIC	3				0	3			3
HEAVY EQUIPMENT OPERATOR	3				0	3			3
HELPER	2				0	2			2
LABORER	47	2	12	1	15	32			32
LABORER VEHICLE MAINT	11		1	1	2	9			9
LEADMAN - VEHICLE MAINTENANCE	8			2	2	6			6
LEADMAN ELECTRICAL & MECHANICAL EQUIP	1				0	1			1
LEADMAN ELECTRICIAN	2				0	2			2
LEADMAN HEAVY EQUIP OPERATOR	2				0	2			2
LEADMAN HVAC	8				0	7	1		8
LEADMAN LABORER	1				0	1			1
LEADMAN MECHANICAL	2				0	2			2
LEADMAN ROOFER	1		1		1				0
LEADMAN UTILITY SERVICE	6		1		1	5			5
LEADMAN, LOCKSMITH	1				0	1			1
LEADPERSON, BUILDING SECURITY	2				0	2			2
LOCK AND HARDWARE MECHANIC-JOURNEYM	7				0	7			7
MAIL CLERK	2				0	2			2
MAIL SERVICE TRUCK DRIVER	11		1		1	9	1		10
MAINTENANCE TRUCK DRIVER	4				0	4			4
MAINTENANCE TRUCK DRIVER, HEAVY	1				0	1			1
MASON/TILE SETTER - JOURNEYMAN	12	1			1	11			11
MASON/TILE SETTER APPRENTICE	1	1			1				0
PAINT & BODY MECHANIC (JOURNEYPerson)	3				0	3			3
PAINT & BODY SERVICEPERSON	2			1	1	1			1
PAINTER - JOURNEYMAN	23	2	1		3	19	1		20
PAINTER APPRENTICE	2				0	2			2
PEST & WEED CONT OP CERT	2		1		1	1			1
PEST CONTROL APPLICATOR	6		2		2	4			4
PLUMBER - JOURNEYMAN	37	3	2		5	31	1		32
PLUMBER APPRENTICE	6		2		2	4			4
PUMP SERVICER	10		2		2	8			8
PUMP SERVICER APPRENTICE	3		1		1	2			2
ROOFER	13	3	1		4	9			9
SEWER MECHANIC	2				0	2			2
SHEET METAL MECHANIC	6				0	6			6
SIGN MAKER	1				0		1		1
SMALL MOWER OPERATOR	3				0	3			3
SPECIALIST, DISTRICT SECURITY OPS CENTER	14				0	13	1		14
STOCK CLERK	12			2	2	10			10
STOCK CLERK P & I	16		1		1	14	1		15
STOCKROOM ASSISTANT	2		1		1	1			1
STOCKROOM SERVICEPERSON	3			2	2	1			1
SURPLUSED FURNITURE FACILITATOR	1				0	1			1
TIRE REPAIRPERSON	3				0	3			3
TRACTOR-MOWER OPERATOR	17		2		2	14	1		15
UTILITY SERVICEPERSON - DISTRICT	44	2	4		6	37	1		38
VEHICLE UPHOLSTERY AND GLASS INSTALLER	2			2	2				0
WAREHOUSE RECORDS FACILITATOR	2		1		1	1			1
WAREHOUSE SECTION ATTENDANT	2				0	2			2
WAREHOUSE SERVICEPERSON	11	2	2		4	7			7
WAREHOUSE TRUCK DRIVER	11	1			1	10			10
WATER TREATMENT SERVICEPERSON	5		1		1	4			4
WELDER - JOURNEYMAN	4		1		1	3			3
FOPE-Security	934		57	7	64	843	27	0	870
ARMED SAFE SCH OFFCR TRAINEE - INTERNAL	1				0		1		1
ARMED SAFE SCHOOL OFFICER - GUARDIAN	85				0	73	12		85
CAMPUS MONITOR	589		57		57	532			532
SECURITY SPECIALIST	259			7	7	238	14		252
FOPE-Transportation	1305		64	77	141	1134	30	0	1164
BUS ATTENDANT	395		26	43	69	321	5		326
BUS OPERATOR	630		19		19	594	17		611
BUS OPERATOR-ESE TRANSPORTATION TRAI	1				0	1			1
BUS OPERATOR-SPECIAL NEEDS	141		8		8	129	4		133
BUS OPERATOR-TRANSPORTATION DISPATCHER	4			2	2	2			2
BUS OPERATOR-TRANSPORTATION SPECIALIST	32		3	1	4	26	2		28
BUS OPERATOR-TRANSPORTATION TRAINER	8			2	2	5	1		6

Row Labels	25/26 Total Positions Prior to Cuts	Eliminated Filled	Eliminated Vacant	Elinated Delimit/Vacant	Total Positions Eliminated	26/27 Filled	26/27 Vacant	26/27 New	26/27 Positions Remaining
BUS TRAINEE (INTERNAL HIRE/TRANSFER)	1				0		1		1
RELIEF BUS OPERATOR	93		8	29	37	56			56
PBA	27				0	24	3	0	27
SCHOOL POLICE OFFICER, BCPS POLICE	27				0	24	3		27
ESMAB	403	47	17	5	69	314	20	23	357
ACCOUNTANT V, CONFIDENTIAL	1				0	1			1
ACADEMIC OPERATIONS & STRATEGIC PROJECT COORDINATOR							1		1
ADMINISTRATOR, ERP COMPLIANCE	1	1			1				0
AREA SUPERVISOR II, FOOD SERVICE	9		2		2	7			7
AREA SUPERVISOR, FOOD AND NUTRITION SER	4		1		1	3			3
AREA SUPERVISOR, SPECIAL PROGRAMS	1				0	1			1
AREA SUPERVISOR, SPECIAL PROGRAMS, FO	1				0	1			1
ASSISTANT DIRECTOR (NON-INSTR NON-UNION)	1				0	1			1
ASSISTANT DIRECTOR ADMINISTRATION (NON)	5				0	5			5
ASSISTANT DIRECTOR, BUSINESS SUPPORT CT	1				0	1			1
ASSISTANT DIRECTOR, CAPITAL BUDGET	1				0	1			1
ASSISTANT DIRECTOR, DATA ANALYTICS	1				0	1			1
ASSISTANT DIRECTOR, EEO/ADA COMPLIANCE	1				0	1			1
ASSISTANT DIRECTOR, EMPLOYEE EVALUATION	1				0	1			1
ASSISTANT DIRECTOR, ERP	1				0	1			1
ASSISTANT DIRECTOR, ESE	1				0	1		1	2
ASSISTANT DIRECTOR, FOOD & NUTRITION SER	1		1		1				0
ASSISTANT DIRECTOR, MANAGEMENT SYSTEMS	1				0	1			1
ASSISTANT DIRECTOR, SAFETY TECHNOLOGY	1				0	1			1
ASSISTANT DIRECTOR, SESIR MANAGEMENT	1				0	1			1
ASSISTANT DIRECTOR, STUDENT INFO SYS	1	1			1				0
ASSISTANT DIRECTOR-TRANSPORTATION OPS	1				0	1			1
ASSISTANT DIRECTOR, WORKERS COMPENSATION								1	1
ASSISTANT SUPT, SCHOOL TRANSFORMATION	1				0	1			1
ASST DIR, ARTIFICIAL INTELLIGENCE	1				0	1			1
ASST DIR, ENTERPRISE PROJECT MANAGEMENT	1				0	1		1	2
ASST DIR, SCHOOL BUDGET SUPPORT	1				0		1		1
ASST DIR, SCHOOL/VENTURE DESIGN SUPPOR	1				0	1			1
ASST DIR, TECHNOLOGY OPERATIONS	1				0	1			1
ASST DIRECTOR, ADMINISTRATION-CTRL RGN	1				0	1			1
ASST DIRECTOR, CLIENT INFRASTRUCTURE	1				0	1			1
ASST DIRECTOR, DATA QUALITY & COMPLIANCE	1				0	1			1
ASST DIRECTOR, INFRASTRUCTURE MGMT	1				0	1			1
ASST DIRECTOR, IT BUSINESS TECHNOLOGY	1				0	1			1
ASST DIRECTOR, SAFETY & SECURITY OPS	1				0	1			1
ASST DIRECTOR, TECH TRAINING & ENABLEMNT	1				0	1			1
ASST DIRECTOR, TECHNOLOGY PROJECT MGM	1				0		1		1
ASST DIRECTOR, TECHNOLOGY SUPPORT CENT	1		1		1				0
ASST. DIRECTOR, STUDENT SVCS INITIATIVES	1				0	1			1
BENEFITS ACCOUNTANT	1				0	1			1
BUDGET ANALYST IV	6	1	1		2	4			4
BUDGET ANALYST V	2				0	2			2
CHIEF ACADEMIC OFFICER	1				0	1			1
CHIEF BUILDING OFFICIAL (NON UNION)	1				0	1			1
CHIEF FACILITIES OFFICER	1		1		1				0
CHIEF FINANCIAL OFFICER	1				0	1			1
CHIEF FIRE OFFICIAL	1				0	1			1
CHIEF HUMAN RESOURCES OFFICER	1				0	1			1
CHIEF INFORMATION OFFICER	1				0	1			1
CHIEF OF STAFF & COMMUNICATIONS	1				0	1			1
CHIEF OPERATIONS OFFICER	1				0	1			1
CHIEF SAFETY & SECURITY OFFICER	1				0	1			1
CHIEF STRATEGY & INNOVATION OFFICER	1				0	1			1
CHIEF STUDENT SERVICES OFFICER	1				0	1			1
CHIEF, BROWARD COUNTY SCHOOLS POLICE	1				0	1			1
COMPENSATION ANALYST	2	2			2				0
COMPLIANCE ADMINISTRATOR III (NON-UNION)	3	1			1	2			2
COORDINATOR EVALUATION	6	2			2	4			4
COORDINATOR WARRANTY/ASSET	1	1			1				0
COORDINATOR, AERIAL SURVEILLANCE PROGP	1				0	1			1
COORDINATOR, DUE PROCESS	2				0	2			2
COORDINATOR ENERGY & SUSTAINABILITY								1	1
COORDINATOR, FOOD & NUTRITION SERVICES	1				0	1			1
COORDINATOR, HEALTH & SAFETY	1				0	1			1

Row Labels	25/26 Total Positions Prior to Cuts	Eliminated Filled	Eliminated Vacant	Elinated Delimit/Vacant	Total Positions Eliminated	26/27 Filled	26/27 Vacant	26/27 New	26/27 Positions Remaining
COORDINATOR, JROTC & MILITARY PROGRAMS	1				0	1			1
COORDINATOR, LEADERSHIP DEVELOPMENT	2	1			1	1			1
COORDINATOR, MENTAL HEALTH SERVICES	5		1		1	4			4
COORDINATOR, SCHOOL IMPROVEMENT	1				0	1			1
COORDINATOR, SCHOOL SAFETY COMPLIANCE	2	1			1	1			1
COORDINATOR, SUICIDE PREVENTION	3	2	1		3				0
COORDINATOR/ANALYST (NON-UNION)	1				0	1			1
COORDINATOR/SPECIALIST	2				0	2			2
COUNSELOR EAP (NON-UNION)	5		1	2	3	2			2
CURRICULUM SPVR, DHH/HEAR/VIS IMPAIRED	1				0	1			1
CURRICULUM SUPERVISORS	32	1	1		2	29	1		30
CURRICULUM SPVR, SPEECH-LNG/PHY IMPAIR	1				0	1			1
CURRICULUM SUP, AUTISM SPECTRUM DISORD	1				0	1			1
CURRICULUM SUP, EARLY CHILDHOOD EDU	1				0	1			1
CURRICULUM SUP, VPK PROGRAM	1				0	1			1
CURRICULUM SUPERV SEVERE EMOT DIST NET	1				0	1			1
CURRICULUM SUPERVISOR, BEHAVIOR	1				0	1			1
CURRICULUM SUPERVISOR, BILINGUAL/ESOL	1				0	1			1
CURRICULUM SUPERVISOR, ESE	2				0	2			2
CURRICULUM SUPERVISOR, ESE PRIVATE SCHS	1				0	1			1
CURRICULUM SUPERVISOR, INTELLECTUAL DIS	1				0	1			1
DEPUTY SUPERINTENDENT	1				0	1			1
DIR, ATHLETICS & STUDENT ACTIVITIES	1				0	1			1
DIR, CHARTER SCHOOLS MANAGEMENT-SUPPO	1				0	1			1
DIR, ED ASSESSMENT, ANALYSIS & RESEARCH	1				0	1			1
DIR, ENTERPRISE PROJECT MANAGEMENT OFFC	1	1			1				0
DIR, INFORMATION SECURITY & ASSURANCE	1				0	1			1
DIR, STDT PREVENTION/WELLNESS INITIATIVE	1				0	1			1
DIR., BEHAVIORAL THREAT MANAGEMENT	1				0	1			1
DIR., DEMOGRAPHICS & ENROLLMENT PLANNI	1				0	1			1
DIRECTOR OF SAFETY & SECURITY OPERATIONS	1				0	1			1
DIRECTOR, ACCOUNTING & FINANCIAL RPTG	1				0	1			1
DIRECTOR, APPLICATION SERVICES	1				0	1			1
DIRECTOR, APPLIED LEARNING (INSTR)	1	1			1				0
DIRECTOR, BEFORE & AFTER SCHOOL CARE	1				0	1			1
DIRECTOR, BENEFITS & EMPLOYMENT SERVICE	1				0		1		1
DIRECTOR, BILINGUAL - ESOL	1				0	1			1
DIRECTOR, BUDGET	1	1			1				0
DIRECTOR, BUSINESS SUPPORT CENTER	1	1			1				0
DIRECTOR, CAPITAL BUDGET	1				0	1			1
DIRECTOR, CONSTRUCTION	1				0		1		1
DIRECTOR, COORD STUDENT HEALTH SVCS	1		1		1				0
DIRECTOR, CTACE	1				0	1			1
DIRECTOR, DATA INTELLIGENCE	1				0	1			1
DIRECTOR, EARLY CHILDHOOD EDUCATION	1				0	1			1
DIRECTOR, ELEMENTARY LEARNING	1				0	1			1
DIRECTOR, EMERGENCY MANAGEMENT	1				0	1			1
DIRECTOR, ENVIRONMENTAL HEALTH SAFETY	1				0	1			1
DIRECTOR, ESE CURRICULUM	1				0	1			1
DIRECTOR, ESE SUPPORT/COMPLIANCE	1				0	1			1
DIRECTOR, FACILITY PLANNING REAL ESTATE	1				0	1			1
DIRECTOR, FAMILY & COMMUNITY ENGMNT							1		1
DIRECTOR, FEDERAL PROGRAMS	1				0	1			1
DIRECTOR, FINANCE FOOD & NUTRION SVCS	1				0	1			1
DIRECTOR, FNS INFORMATION SYSTEMS	1				0	1			1
DIRECTOR, FOOD & NUTRITION SERVICES	1				0	1			1
DIRECTOR, GRANTS ADMINISTRATION	1				0	1			1
DIRECTOR, HR OPERATIONS	1	1			1				0
DIRECTOR, INFRASTRUCTURE SERVICES	1				0	1			1
DIRECTOR, INNOVATIVE LEARNING	1	1			1				0
DIRECTOR, INSTRUCTIONAL INNOVATION & DIGITAL LEARNING								1	1
DIRECTOR, LABOR RELATIONS							1		1
DIRECTOR, LEADERSHIP DEVELOPMENT	1				0	1			1
DIRECTOR, LEGISLATIVE AFFAIRS	1				0	1			1
DIRECTOR, MAGNET & INNOVATIVE PROGRAMS	1				0	1			1
DIRECTOR, MARKETING & STRATEGIC COMMNC	1				0	1			1
DIRECTOR, MEDIA RELATIONS	1				0	1			1
DIRECTOR, MENTAL HEALTH SERVICES	1	1			1				0
DIRECTOR, PAYROLL	1				0	1			1

Row Labels	25/26 Total Positions Prior to Cuts	Eliminated Filled	Eliminated Vacant	Elinated Delimit/Vacant	Total Positions Eliminated	26/27 Filled	26/27 Vacant	26/27 New	26/27 Positions Remaining
DIRECTOR, PERFORMANCE MANAGEMENT	1				0	1			1
DIRECTOR, PHYSICAL PLANT OPERATIONS	1				0	1			1
DIRECTOR, PRE-CONSTRUCTION	1				0	1			1
DIRECTOR, PROCUREMENT & LOGISTIC OPS	1				0	1			1
DIRECTOR, PROFESSIONAL LEARNING & DEVEL	1		1		1				0
DIRECTOR, PROFESSIONAL PRACTICES	1				0	1			1
DIRECTOR, PROJECT MANAGEMENT OFFICE	1				0	1			1
DIRECTOR, RISK MANAGMENT	1				0	1			1
DIRECTOR, SCH CULTURE & STUDENT SUPPOR	1				0	1			1
DIRECTOR, SCHOOL COUNSELING	1				0	1			1
DIRECTOR, SECONDARY LEARNING	1				0	1			1
DIRECTOR, SPECIALIZED INSTRUCTION	1				0	1			1
DIRECTOR, STRATEGIC PARTNERSHIPS	1	1			1				0
DIRECTOR, STUDENT TRANSPORTATION & FLEE	1				0	1			1
DIRECTOR, TALENT ACQUISITION	1				0	1			1
DIRECTOR, TEACHING & LEARNING	14	3			3	11			11
DIRECTOR, TECHNOLOGY SUPPORT SERVICES	1				0	1			1
DIRECTOR, WORKERS COMPENSATION	1	1			1				0
DISTRICT COORDINATOR-PSYCHOLOGICAL SV	3	1			1	2			2
EMPLOYEE ASSISTANCE PROGRAM ADMIN	1				0	1			1
EXEC DIR, FAMILY & COMMUNITY ENGMNT	1	1			1				0
EXEC DIR, PROCUREMENT & LOGISTIC OPS	1	1			1				0
EXEC DIR, PROF STANDARDS/LABOR RELATION	1	1			1				0
EXEC DIRECTOR, STRATEGIC INIT. MGMT	1	1			1				0
EXECUTIVE DIR, ANALYTICS & INTELLIGENCE	1				0	1			1
EXECUTIVE DIR, TECHNOLOGY OPERATIONS	1				0	1			1
EXECUTIVE DIRECTOR (NONINSTR NON-UNION	1				0		1		1
EXECUTIVE DIRECTOR, BROADCASTING & MKTC	1				0	1			1
EXECUTIVE DIRECTOR, BUDGET								1	1
EXECUTIVE DIRECTOR, CAPITAL PROGRMS	1				0	1			1
EXECUTIVE DIRECTOR, ESE	1	1			1				0
EXECUTIVE DIRECTOR, PHYSICAL PLANT OPS	1				0	1			1
EXECUTIVE DIRECTOR, STUDENT TRANS & FLT	1				0	1			1
EXECUTIVE DIRECTOR, TALENT MANAGEMENT	1				0	1			1
HUMAN RESOURCES ADMINISTRATOR I	1			1	1				0
HUMAN RESOURCES ADMINISTRATOR II	1		1		1				0
HUMAN RESOURCES ADMINISTRATOR III	17		1	2	3	12	2	4	18
HUMAN RESOURCES ADMINISTRATOR IV, LEAV	1				0		1		1
INDUCTION PROGRAM LEADER -	1				0	1			1
INFORMATION SPECIALIST III EEO (NONUNION	1				0	1			1
IT SYSTEMS ARCHITECT	1				0	1			1
LIEUTENANT	2				0	1	1		2
MANAGER CONTRACT ADMINISTRATION	1				0	1		1	2
MANAGER EDUCATIONAL ASSESSMENT, A&R	1				0	1			1
MANAGER I (NON UNION)	11				0	10	1		11
MANAGER I, TRANSPORTATION TERMINAL	2				0	1	1		2
MANAGER I, VEHICLE MAINTENANCE	1				0	1			1
MANAGER II (NON UNION)	1	1			1				0
MANAGER II, TRANSPORTATION TERMINAL	2				0	1	1		2
MANAGER, ARCHITECTURAL ENGINEERING	1				0	1			1
MANAGER, BEHAVIORAL THREAT MANAGEMEN	1				0	1			1
MANAGER, BUSINESS PROCESS & PERF IMP.	1	1			1				0
MANAGER, CENTRALIZED ROUTING	1				0	1			1
MANAGER, CERTIFICATION AND INCENTIVES	1				0	1			1
MANAGER, COMPENSATION	1	1			1				0
MANAGER, CONSTRUCTION	2				0	1	1		2
MANAGER, CONSTRUCTION OPERATIONS	1				0		1		1
MANAGER, DISTRICT ADMINISTRATIVE SVCS	1				0	1			1
MANAGER, ELECTRICAL ENGINEERING	1				0		1		1
MANAGER, EMERGENCY MANAGEMENT	1				0	1			1
MANAGER, FACILITIES SUPPORT SERVICES	1				0	1			1
MANAGER, MARKETING	1				0	1		1	2
MANAGER, MEDIA & COMMUNITY RELATIONS								1	1
MANAGER, PPO FINANCE	1				0	1			1
MANAGER, PROCUREMENT COMPLIANCE	1				0	1			1
MANAGER, PROFESSIONAL PRACTICES	1				0	1			1
MANAGER, REAL ESTATE & GROWTH MANAGEM	1				0	1			1
MANAGER, SCHOOL CHOICE	1				0	1			1
MANAGER, STRATEGIC SOURCING	1				0	1			1

Row Labels	25/26 Total Positions Prior to Cuts	Eliminated Filled	Eliminated Vacant	Elinated Delimit/Vacant	Total Positions Eliminated	26/27 Filled	26/27 Vacant	26/27 New	26/27 Positions Remaining
MANAGER, SUPPLIER & OUTREACH PROGRAM	1				0		1		1
MANAGER, TALENT MANAGEMENT	1				0	1			1
MANAGER, WAREHOUSING SERVICES	1				0	1			1
MANAGER, WORKERS COMP ANALYTICS & OPS	1				0	1			1
MANAGER, WORKERS COMP MED CONSUMERI	1				0	1			1
MANAGER, WORKERS COMPENSATION CLAIMS	1				0	1			1
OFFICER, ECONOMIC DEV OPPS & CPL	1				0	1			1
PROJECT MGR, TECHNOLOGY & SUPPORT								1	1
REGIONAL SUPT, TEACH & LEARN	3				0	3			3
SENIOR MANAGER	1				0	1			1
SENIOR PAYROLL ANALYST	1		1		1				0
SENIOR PROCESS ANALYST	2	1			1	1			1
SENIOR PROPERTY COORDINATOR	1				0	1			1
SERGEANT	5				0	3	2		5
SPEC, HSPTL HOMEBOUND, VI, PRVT SCHOOLS	1				0	1			1
SPECIALIST, BOARD GOVERNANCE								1	1
SPECIALIST (INSTR) (NON UNION)	1				0	1			1
SPECIALIST, DHH & ESLs CHARTER SCHOOLS	1				0	1			1
SPECIALIST, HUMAN RESOURCES	4				0	3	1		4
SPECIALIST, HUMAN RESOURCES RECRUITMEN	3				0	3			3
SPECIALIST, LABOR RELATIONS	2				0	2			2
SPECL, POSITIVE BEHAVIOR INTERVENTIONS	8	8			8			4	4
SUPERVISOR PAYROLL (NON UNION)	1				0	1			1
SUPERVISOR, COLLEGE & CAREER READINESS	1				0	1			1
SUPERVISOR, FAMILY COUNSELING SERVICES	3				0	3			3
SUPERVISOR, FDLRS (NONUNION)	1				0	1			1
SUPERVISOR, FOSTER CARE SERVICES & POCA	1				0	1			1
SUPERVISOR, HOMELESS SERVICES	1				0	1			1
SUPERVISOR, LEADERSHIP DEVELOPMENT	2	1			1	1			1
SUPERVISOR, LIFE SKILLS & WELLNESS	1				0	1			1
SUPERVISOR, MENTAL HEALTH SERVICES	2	2			2				0
SUPERVISOR, PROF DEVELOPMENT SUPPORT	1				0	1			1
SUPERVISOR, SCHOOL COUNSELING	1				0	1			1
SUPERVISOR, SCHOOL SOCIAL WORK SERVICE	5				0	5			5
SUPERVISOR, TCHR DEVELOPMENT & SUPPORT	2				0	2			2
SUPERVISOR, TCHR PROF LEARNING & GROWT	2				0	2			2
SUPERVISOR, WORKERS COMP MED CASE MGN	1				0	1			1
SUPERVISOR, WORKERS COMPENSATION CLAI	1				0	1			1
SUPERVISOR-ESE TRANSISTION SERVICES	1				0	1			1
SUPV, MULTI-TIERED SYSTEM OF SUPPORT	2				0	2			2
SUPV, OFFICIAL SCHOOL BOARD RECORDS	1				0	1			1
TASK ASSIGNED ADMIN (ESMAB)	1				0	1			1
TREASURER (NON UNION)	1				0	1			1
VENDOR MANAGEMENT SPECIALIST								1	1
WORKERS COMP MEDICAL CASE MANAGER	8		1		1	7			7
WORKERS COMPENSATION CLAIMS ADJUSTER	8				0	8			8
WORKERS' COMPENSATION OPERATIONS ANAL	1				0	1			1
Total Distrc	6116	300	368	214	882	5039	195	26	5260
Redefining Instructional Support					43				
Redefining Non-instructional					75				
Grand Total	6116	300	368	214	1000	5039	195	26	5260



Staffing Reorganization and Enrollment-Driven Budget Alignment

A staffing reorganization plan that protects educators in schools while reducing central office costs



Alignment Strategies

The issue is structural, not temporary

Enrollment decline and revenue loss require permanent cost alignment.

25,000

fewer students projected in 2026–27 than three years earlier

\$225M

less revenue next year than three years earlier

1,000

position reductions as a key step toward balance

**3-year
Enrollment
Decline**

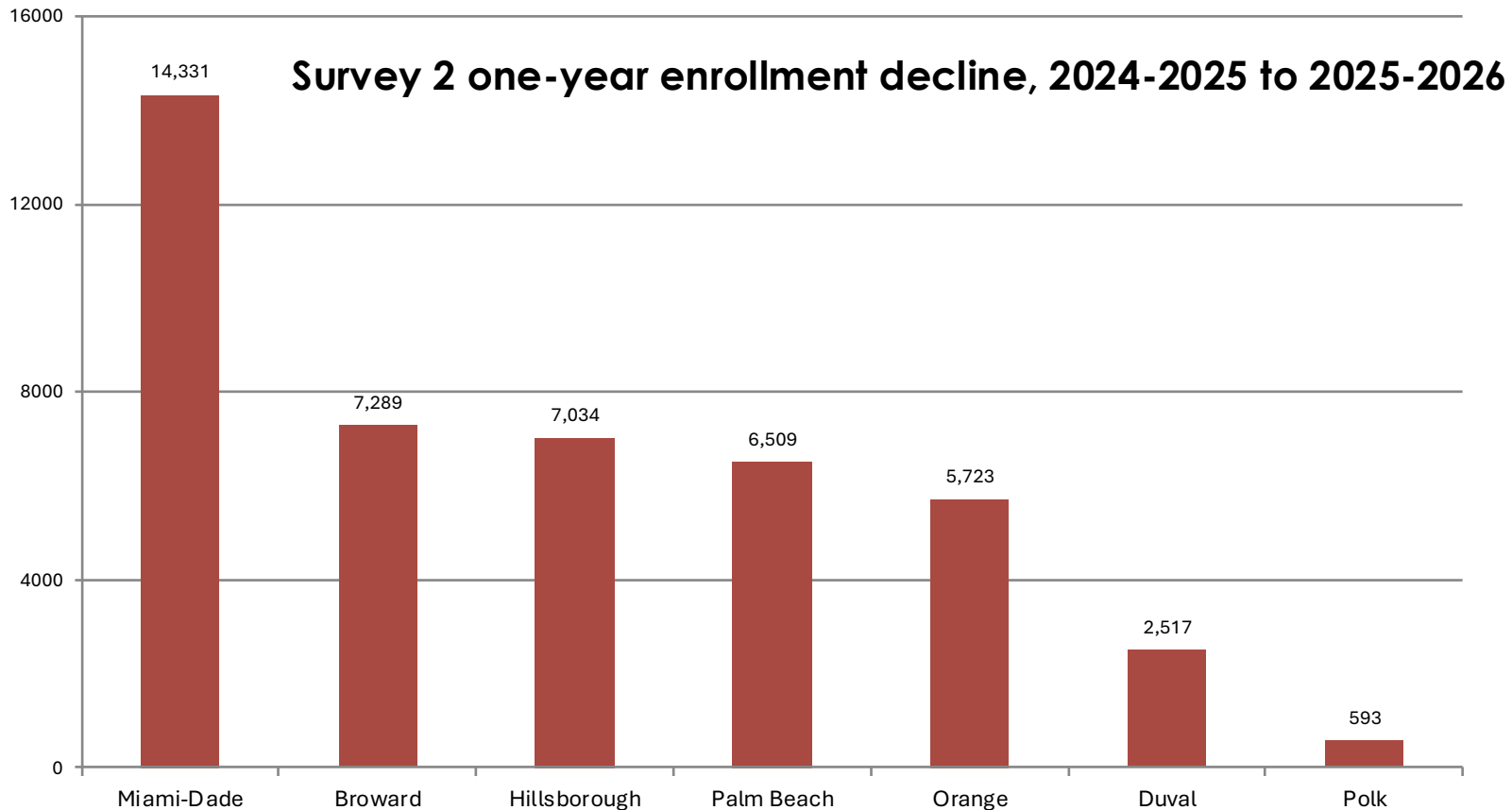
**3-year
Revenue
Loss**

**Cost
Alignment**

The reductions are a permanent cost action designed to help solve a broader financial challenge while protecting teaching & learning.

District Trends

Florida's largest districts show the same 2025–2026 pressure



7,289

Broward's decline in Survey 2 comparison

43,996

Combined decline across the top seven largest districts

Broward's decline is the second-largest numerical decline among Florida's seven largest districts in this comparison.

This is not a Broward-only issue, but Broward still has to solve it locally and on time.

Source: FLDOE Survey 2 membership comparison from prior analysis.

Timeline

The Board direction created a clear implementation path

The recommendation follows the Board direction to bring forward a 1,000-position reduction plan.



The timeline matters because affected staff, principals, and the personnel system need certainty before the school year transition accelerates.

Focused Reductions

The recommendation protects direct education in schools

The reductions are concentrated outside school-based educators

Central Office

Approximately ~3,000 positions where reductions are concentrated

Reduction: 9% Filled 13% Vacant

Central Operations

Approximately ~3,100 positions, such as transportation, food and nutrition, PPO, custodial, security

Reduction: 1% Filled 10% Vacant

School-Based Positions

Approximately ~19,500 positions protected

Reduction: 0% Filled 0% Vacant

The logic is straightforward: staffing in schools is driven largely by student enrollment. The district can manage risk by reducing Central Office positions while protecting educators in schools.

No cuts to school-based positions via this initiative

Impacts on Central Operations

Central Operations do not shrink one-for-one with enrollment

Some essential services have fixed costs even when fewer students are served.

Example: Transportation



Bus with 50 riders



Bus with 35 riders

Similar operating cost

That is why the proposal cuts fewer operational staff such as bus drivers, food and nutrition staff, or facilities. The reductions are taken from the remaining central office base, where the district can manage the risk more directly.

Alignment Strategies

After protecting schools and the majority of core operations, the reduction target falls on a smaller remaining pool.

6,100

central office and central operations positions

3,000

central office positions available for reduction analysis

22% (9% Filled, 13% Vacant)

approximate reduction from the remaining central office base

The superintendent's recommendation allocates the reductions to the positions judged to carry the least risk to continued district success.

Core principle: protect the classroom; manage central office risk.

Alignment Strategies

Reductions are allocated by risk and reward, not evenly

The plan assigns different reduction levels across areas based on operational needs and mitigated risk

Operational Risk

What capacity is needed to keep schools successful?

Cost Reward

Where does the reduction create recurring savings?

Vacancy Opportunity

Where can reductions be made with fewer current employees affected?

Service Continuity

Which functions must continue with minimal disruption?

Alignment Strategies

Most reductions are expected to come from vacancies

The human impact is real, but the plan uses existing vacancies and normal staffing movement to reduce displacement.

~700 vacant positions

~300 current employees

1%

Affected employees as a share of all BCPS staff

80 – 90%

expected to be qualified for projected openings

\$54M

approximate recurring cost reduction

Placement Strategy

The placement strategy gives affected staff a path forward

Qualified affected staff are expected to be aligned with projected openings wherever possible.



The district must reduce costs, but it will prioritize placement to preserve employment opportunities for qualified current employees wherever projected vacancies make that possible.

Key Decisions

May 11 is the decision point because implementation cannot wait

Delaying the final announcement would create additional disruption for staff, schools, and the personnel system.

May 11

Final decision on recommended reductions

May 12

Final communication to affected employees

Next steps

Placement conversations and vacancy alignment

Staff deserve certainty. Principals need to know how projected openings will be filled. The Human Resources Division needs time to align talent before the next school year.

Key Decisions

Any changes must meet two decision rules

The final list can be discussed, but changes should preserve the strategic and financial goals.

Rule 1

Any change to the recommended reductions should be assessed by the Superintendent and senior staff because it may increase organizational risk or reduce capability compared with the current recommendation.

Rule 2

To meet strategic and financial goals, any position added back should come with an equal cost savings of positions identified for reduction, so the plan remains cost-neutral.

For example: If two positions are restored, positions equal to that cost must be reduced.

Recommendation

Approve the reduction plan and move to implementation

The plan delivers the Board-directed 1,000-position reduction while protecting schools and maintaining continuity.

Protect

Educators in schools and core operational services.

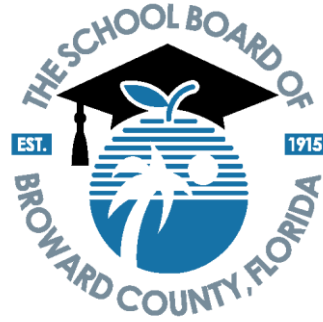
Reduce

1,000 positions to generate roughly \$54M in recurring savings.

Implement

Notify staff, align vacancies, and prepare the organization for next year.

This is one step, not the final step, toward solving the broader financial challenge.



Sarah Leonardi, Chair
Dr. Jeff Holness, Vice Chair

Lori Alhadeff
Maura McCarthy Bulman
Adam Cervera, Esq.
Debra Hixon
Nora Rupert
Rebecca Thompson
Dr. Allen Zeman

Dr. Howard Hepburn
Superintendent of Schools

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Individuals with disabilities requesting accommodations under the Americans with Disabilities Act Amendments Act of 2008, (ADAAA) may call Equal Educational Opportunities/ADA Compliance Department at 754-321-2150 or email eeo@browardschools.com.

browardschools.com



THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

Status: **ADDITIONAL INFORMATION**

2026-05-11	Special School Board Meeting
CATEGORY:	HH. Human Resources
DEPARTMENT:	Compensation

Agenda Item Number:	2.
Consent or Open Item:	Open
Special Order:	NO
Time for Special Order:	

TITLE:	Proposed 2026-2027 Job Description ADDED
REQUESTED ACTION:	Approve the revised job description as noted on the 2026-27 Superintendent's Organizational Chart. District-wide

RATIONALE:

For the Requested Actions, Background/History, Alignment to the 2027 Goals and Guardrails, Measurable Outcome(s)/Return on Investment, and Financial Impact, please see the Executive Summary.

EXHIBITS:

Job Description
Additional Information Memo

FINANCIAL IMPACT:

There is no financial impact to the District.

STRATEGIC PLAN ALIGNMENT:

Student Focus Outcomes

OR • Business Operations

BOARD ACTION:

(For Official School Board Records Only)

SOURCE OF ADDITIONAL INFORMATION

Name: <input type="text" value="Dr. Ernie Lozano"/>	Phone: <input type="text" value="754-321-1840"/>
---	--

Name: <input type="text"/>	Phone: <input type="text"/>
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THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

Senior Leader & Title

Approved in
Open Board
Meeting On:

May 11, 2026

Signature

By: _____

School Board Chair

Electronic Signature
Form \$4189 Revised 7/24
HH/JJS



THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA
JOB DESCRIPTION

POSITION TITLE: ~~Director, Wellness and Mental Health~~ Director, Student Prevention & Wellness Initiatives
JOB CODE: E-121
CLASSIFICATION: Exempt
SALARY BAND: D
BARGAINING UNIT: ESMAB
REPORTS TO: Chief Student Services Officer
CONTRACT YEAR: Twelve Months

POSITION GOAL:

To provide strategic leadership, direction, and oversight for an integrated system of wellness and mental health services that supports the academic, social, emotional, and behavioral success of all students. This role ensures the unified structure and alignment of wellness, mental health, prevention, intervention, and student services while maintaining compliance with all federal, state, and local mandates and advancing the District Strategic Plan.

~~To provide leadership and direction for the Student Services department to ensure effective implementation and compliance of programs: Child Abuse and Neglect Services, Delinquency Services, Family Counseling, Foster Care Services, Homeless Education Services, School Social Work and Attendance Services, in the delivery of dropout prevention strategies, to undergird high school graduation and support the District's Strategic Plan.~~

ESSENTIAL PERFORMANCE RESPONSIBILITIES:

~~The Director, Wellness and Mental Health~~ **The Director, Wellness and Mental Health Student Prevention & Wellness Initiatives shall carry out the essential performance responsibilities listed below.**

- Provide leadership for the development, implementation, and continuous improvement of a comprehensive districtwide wellness and mental health service delivery model aligned to a multi-tiered system of supports.
- Lead the integration and alignment of student services, mental health, prevention, and wellness initiatives into a cohesive, coordinated system of care for students and families.
- Provide strategic leadership and cross-functional coordination among district departments, regional offices, and school-based teams to ensure aligned and responsive student wellness and mental health support districtwide.
- Lead district efforts related to prevention, including attendance improvement, prevention, crisis response, and student well-being initiatives.
- Represent the District on local, state, and national committees, advisory boards, and professional organizations related to student services, mental health, and wellness.
- Support schools in implementing evidence-based practices that improve student outcomes, including academic success, attendance, behavior, and well-being.
- Work in conjunction with the Chief Student Services Officer and maintain active status of Student Support programs changes and additions, including assigned staff.
- Develop, implement, and monitor a comprehensive program of student services throughout the District ensuring that the department's priorities and projects align with the District Strategic Plan.
- Develop and implement systems to collect and use relevant data for planning, policies, procedures, program evaluation, and for adhering to such data requests from state, school districts, national/state/local professional organizations, community agencies, media, and the general public.
- Plan, implement and monitor initiatives relating to the student attendance needs of the District and to comply with compulsory attendance laws.
- Develop, implement, and maintain active communication vehicles for educating school personnel and members of the community regarding the mental health services and wellness department budget and State Mental Health Allocations, support services offered by the Student Services Department.
- Develop, monitor and manage the ~~Student Services~~ Department budget.
- Develop, implement, and monitor data management procedures to ensure student records and other sensitive data collected on students is maintained in a confidential and secure environment.

- Provide input at the State and Federal level to influence the development and impact of legislation and procedures that reflect the District Strategic Plan related to specific services within the department.
- Develop and implement recruitment strategies to attract candidates to best fill positions within the department.
- Collaborate with professional training programs to enhance the relevance of training experiences to practice.
- ~~Pan and monitor the effectiveness of social work internship program supported by the department.~~
- Collaborate with community organizations to provide and enhance services for all students and families, in support of the District Strategic Plan.
- Develop and monitor the implementation of models of student services delivery which promote informed family involvement.
- Establish and maintain policies and procedures which ensure compliance with Federal and State mandates and School Board policies, including but not limited to, adherence to McKinney Vento guidelines, compulsory attendance laws, reporting of child abuse and neglect, services to delinquent and dependent students.
- Represent Student Services, to include child abuse, teenage parent programs, and homeless students, on District and community groups/advisory to identify and address systemic issues related to services within the department
- Support the academic, social, and interpersonal student development through results-driven professional development, providing appropriate clinical and related services, and compliance monitoring of all programs and services.
- Collaborate with other departments within the District to ensure an integrated approach enhancing the assistance and support to students, schools, and families.
- Coordinate program planning monitor and interpret all program and statistical data related to the Child Abuse and Neglect Program in the District.
- Perform and promote all activities in compliance with the equal employment and non-discrimination policies of The School Board of Broward County, Florida.
- Participate in any training programs offered to enhance the individual skills and proficiency related to the job responsibilities.
- Review current developments, literature and technical sources of information related to job responsibilities.
- Ensure adherence to applicable safety rules and procedures.
- Follow applicable federal and state laws, as well as School Board policies and State Board rules.
- Perform other duties as assigned by the immediate supervisor, or designee.

MINIMUM QUALIFICATIONS & EXPERIENCE:

- An earned master's degree from an accredited institution in psychology, social work, counseling, mental health counseling, public health, educational leadership, or a related field. Eligible for or possess Florida certification as a school social worker and/or certification in an area of mental health.
- Minimum A minimum of seven (7) years within the last twelve (12) years of progressively more responsible experience in mental health services, student services, or related educational leadership roles. social work or mental health services in a school-based and/or district office administrative position.
- Demonstrated experience in program development, implementation, and evaluation of mental health, wellness, and prevention initiatives.
- Knowledge and experience in prevention and intervention frameworks, and student services delivery models.
- Leadership experience in supervision, strategic planning, and budget management.
- Strong knowledge of federal and state laws, policies, and regulations related to student services and mental health.
- Effective verbal, written, and interpersonal communication skills.
- Computer skills as required for the position.
- ~~Experience in grant writing.~~
- ~~Demonstrated knowledge and experience in: program planning, prevention and intervention models of service delivery for mental health and social service, supervision and instruction.~~
- ~~Leadership and budget management experience.~~

PREFERRED QUALIFICATIONS & EXPERIENCE:

- Eligible for or possess Florida certification as a school social worker and/or licensed in an area of mental health.
- Experience in supervision or program coordination within a large, urban school district.
- Experience in grant implementation or program funding oversight.
- Bilingual skills.

SIGNIFICANT CONTACTS – frequency, contact, purpose, and desired end result:

Works with District leadership, regional superintendents, school-based administrators, student services personnel, district departments community agencies, healthcare providers, the Florida Department of Education, and other governmental and community organizations to collaborate, coordinate, and implement comprehensive wellness and mental health supports that improve student outcomes and ensure compliance.

~~Works with the Executive Director of Student Support Initiatives, District management at all levels, Office of General Counsel, school personnel, District Advisory Boards, Florida Department of Education, the social services community, the judicial system and other governmental entities, schools (traditional as well as charter), students and families to collaborate, support and implement District and departmental initiatives, programs, services as well as compliance monitoring.~~

PHYSICAL REQUIREMENTS:

Light work: Exerting up to 20 pounds of force occasionally, and/or up to 10 pounds of force as frequently as needed to move objects.

TERMS OF EMPLOYMENT:

Salary and benefits shall be paid consistent with the District's approved compensation plan. Length of the work year and hours of employment shall be those established by the School Board.

EVALUATION:

Performance will be evaluated in accordance with Board policy.

Board Approved: 4/23/91 & Adopted: 5/21/91

Realigned: 4/12/94; 4/11/95; 4/7/98

Title Change: 3/19/96

Alignment Title Change: 4/7/98

Organizational Chart: 5/9/2000

Board Adopted: 12/16/03

Revised: 3/22/05

Revised: 12/15/2009

Reporting Changes: 10/01/12

2012-2013 Organizational Chart

Board Approved: 10/15/13

Reporting Changes: 10/17/23

Alignment & Title Change: 5/13/25

2025-2026 Organizational Chart





**OFFICE OF THE SUPERINTENDENT
DR. HOWARD HEPBURN
SUPERINTENDENT OF SCHOOLS**

PHONE: 754-321-2600 — **FAX:** 754-321-2701 — **EMAIL:** superintendent@browardschools.com

May 8, 2026

TO: School Board Members

FROM: Dr. Ernie Lozano 
Chief Human Resources Officer

VIA: Dr. Howard Hepburn 
Superintendent of Schools

SUBJECT: ADDITIONAL INFORMATION FOR ITEM-2, PROPOSED 2026-2027 JOB DESCRIPTION FOR THE MAY 11, 2026, SPECIAL SCHOOL BOARD MEETING

Attached is additional information regarding Item-2, Proposed 2026-2027 Job Description for the May 11, 2026, Special School Board meeting.

- Item-2 Attached Executive Summary for Proposed 2026-2027 Job Description

HH/EL/STR:tjr

Attachment



For more information, please contact:

Name: Dr. Ernie Lozano

Title: Chief Human Resources Officer

Phone: 754-321-1840

EXECUTIVE SUMMARY

Proposed 2026 -2027 Job Description

Board Meeting Date: May 11, 2026

Requested Action: Approve the proposed revised job description for the Director, Student Prevention & Wellness Initiatives position.

General Information

The following information outlines the governing authority, districtwide implications, historical background, strategic alignment with the 2027 goals and guardrails, and the anticipated measurable outcomes and return on investment related to this agenda item.

District-zone Impact/Board Member: District-wide	
School Board Policy Requirement	<ul style="list-style-type: none"> • Not Applicable
Statutory Requirement	<ul style="list-style-type: none"> • Not Applicable
If the School Board votes "Yes"	<ul style="list-style-type: none"> • Approval of the revised job description would implement the Board-recommended alignment of student prevention, wellness, and mental health functions within one leadership structure as reflected in the proposed 2026–2027 Superintendent’s Organizational Chart. This alignment addresses the District’s financial efficiency needs through the consolidation of leadership structures. While Student Services and Mental Health are aligned in supporting student outcomes, each area maintains distinct statutory, compliance, funding, and reporting responsibilities requiring separate operational oversight.
If the School Board votes "No"	<ul style="list-style-type: none"> • If the revised job description is not approved, the current separate leadership structures and operational oversight for Student Services and Mental Health functions would remain in place. While the departments work collaboratively and serve complementary roles in supporting student outcomes, maintaining distinct oversight preserves the specialized focus required for each area's statutory, compliance, funding, and reporting responsibilities. Maintaining separate structures may also provide greater clarity in service delivery, accountability, and operational decision-making,

Item Title: Proposed 2026-2027 Job Description

Date: May 11, 2026, Special School Board Meeting Agenda

Page 2

	which is intended to support the best interests of students, schools, families, and the community by ensuring dedicated attention to both student support services and mental health programming.
Alignment to the 2027 Strategic Goals and Guardrails	<ul style="list-style-type: none">• Business Operations
Measurable Outcome(s)/Return on Investment	<ul style="list-style-type: none">• The proposed revised job description for the Director, Wellness and Mental Health, developed in response to the School Board direction to merge the Director Student Prevention and Director, Mental Health functions into a unified leadership structure, is expected to improve coordination and alignment of districtwide student services. This alignment will support operational efficiency, enhance service delivery to students and families, and strengthen implementation of the District's Strategic Plan beginning in the 2026–2027 school year.

Background/History

The Superintendent recommends changes to the Organizational Chart, to better position the District to execute its priorities and achieve the Strategic Plan goals. These changes are intended to improve operational efficiency, streamline operations, strengthen leadership alignment, and better focus resources on District priorities. The respective labor representatives received copies of the revised job description for review. Applicable feedback received prior to the submission of this item was incorporated where appropriate.

Table A: Agreement Summary, Multi-Year Analysis, and Procurement Method	
<i>This table summarizes the contract agreement terms, including the multi-year financial breakdown and total projected cost, and identifies the procurement method used in accordance with District purchasing requirements.</i>	
Agreement Term:	N/A
Multi-Year Agreement:	N/A
Procurement Method:	Piggyback Agreement (Yes/No): No
	Acquisition Method:

Table B: Financial Impact, Funding Source, and Budget Authority				
<i>This table summarizes the financial impact of the requested Board action, including the contract agreement authority being approved and the budget sources supporting that request.</i>				
Budget Impact Summary Statement:				
1. There is no financial impact to the District.				
New / Current Requested Agreement Authority				
Agreement Authority Terms		Length of Agreement Terms	Total Agreement Amount	
Budget Authority Request(s)				
<i>This section identifies the budget sources that support the requested contract agreement authority, including current-year budget availability and any anticipated funding in future fiscal years, subject to the School Board's annual budget approval.</i>				
Current Fiscal Year Budget Authority				
Fiscal Year	Length of Agreement Terms	Budget Fund	Amount	Included in Budget (Y/N)
N/A	N/A	N/A	N/A	N/A
Future Fiscal Year Budget Authority (Subject to Board Budget Approval)				
Future Fiscal Year(s)	Length of Agreement Terms	Budget Fund	Amount	
N/A	N/A	N/A	N/A	

School Impact, Stakeholder Engagement, and Implementation Considerations

This section outlines how the proposed item will impact schools, including the selection and prioritization process where applicable, as well as stakeholder and end-user input. It also addresses technology and capital asset life cycles, replacement planning, and any additional operational details necessary to provide the Board with a comprehensive understanding of implementation.

Item Title: Proposed 2026-2027 Job Description

Date: May 11, 2026, Special School Board Meeting Agenda

Page 4

Impact on Schools	N/A
School Selection /Prioritization	N/A
Community/ Stakeholder Engagement	N/A
End-User Input	N/A
Technology/Capital Expected Lifecycle/Replacement Cycle	N/A

Additional Backup:
Exhibit A: Job Description