



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

TUESDAY, MAY 14, 2024 5:00 PM
Plantation High School
6901 North West 16th Street
Plantation, Florida 33313

AGENDA FOR BOARD WORKSHOP

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

Public speakers will be permitted three minutes each to address a topic prior to Board Members' discussion on the topic. The times for items on the agenda are only estimates. The actual start times for these topics may vary up to an hour or more depending on the nature of the items and the length of the Board discussions and public comments. The meeting will also be live streamed. **Public Written Agenda Comments- Members of the public may submit public written comment by visiting the District's webpage at www.browardschools.com/publicparticipation.** Public Written Agenda Comments must be submitted no later than 2 hours prior to the start of the School Board Meeting/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 nineteen hundred (1900) characters. Pursuant to School Board Policy 1100A, the public may speak a total of fifteen (15) minutes during any single meeting, not including committee reports. Additionally, in the event a large group of individuals (more than twenty (20)) 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 (*which is approximately 400 words*) 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.

TOPICS

- 1. 5:00 P.M. – 7:00 P.M. – Redefining Our Schools**
[Redefining Our Schools - May Workshop.pdf](#)
- 2. 7:00 P.M. – 8:00 P.M. – 2024-25 Organizational Chart**
[24-25 Organizational Chart Summary of Changes.pdf](#)
[24-25 Proposed Org Chart.pdf](#)
[24-25 Financial Analysis All Divisions.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.



Established 1915

BROWARD
County Public Schools

Redefining Our Schools

School Board Workshop
May 14, 2024



Every **1** Counts!



Overview

- School Board Direction
- Community Feedback
- Superintendent's Recommendations
 - Seat Utilization
 - Recapture of Market Share
- Timeline
- Board Discussion



School Board Direction

“The School Board directed the Superintendent with a motion to initiate a plan to repurpose five school sites by July 2024 with a one-year transition.”

-Motion From the **Special School Board Meeting**
July 25, 2023





Community Feedback

- We **invited the community** to participate in three **Community Conversations** on February 8, 15, and 22.
- We held a **Board Workshop** on March 20 and a **Board Update** on April 16.
- **Seven** Community Town Halls took place at locations throughout the District to **share options and obtain community feedback.**
 - These meetings were essential to provide a **face-to-face** and **livestream presentation** of the **Superintendent's Considerations.**

Schedule of Town Halls

- **District 1 - Daniel P. Foganholi**
Monday, April 29, 2024 at 6 p.m.
Hollywood Hills High School
5400 Stirling Rd, Hollywood, FL 33021
- **District 4 - Lori Alhadef**
Tuesday, April 30, 2024 at 8 p.m.
J.P. Taravella High School
10600 Riverside Dr, Coral Springs, FL 33071
- **District 5 - Dr. Jeff Holness**
Wednesday, May 1, 2024 at 6 p.m.
Dillard High 6-12 School
2501 NW 11th St, Fort Lauderdale, FL 33311
- **District 3 - Sarah Leonardi**
Monday, May 6, 2024 at 6 p.m.
Fort Lauderdale High School
1600 NE 4th Ave, Fort Lauderdale, FL 33305
- **District 2 - Torey Alston**
Tuesday, May 7, 2024 at 6 p.m.
Charles W. Flanagan High School
12800 Taft St, Pembroke Pines, FL 33028
- **District 6 - Brenda Fam, Esq.**
Wednesday, May 8, 2024 at 6 p.m.
Western High School
1200 SW 136th Ave, Davie, FL 33325
- **District 7 - Nora Rupert**
Thursday, May 9, 2024 at 6 p.m.
Deerfield Beach High School
910 Buck Pride Way, Deerfield Beach, FL 33441

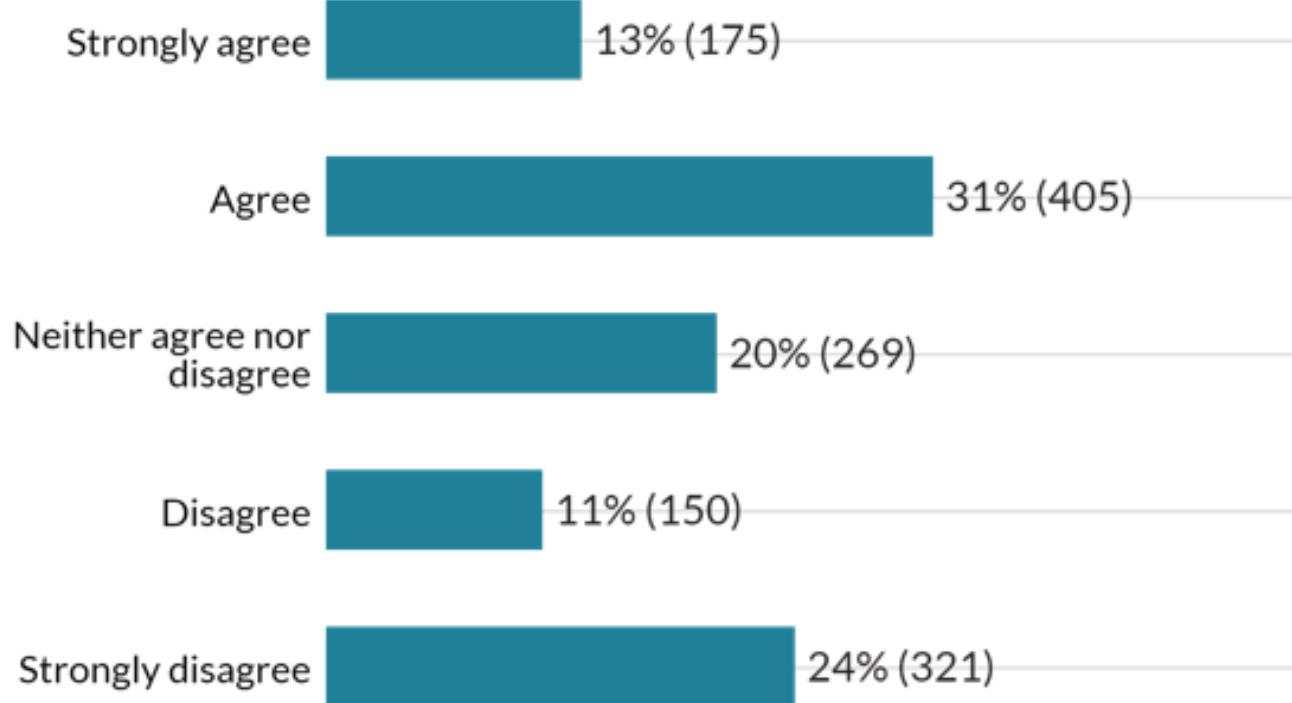
All town halls may include participation of Countywide At-Large School Board Members, Dr. Allen Zeman, Seat 8, and Debra Hixon, Seat 9.





Community Feedback

What are your thoughts about the Superintendent's Considerations?

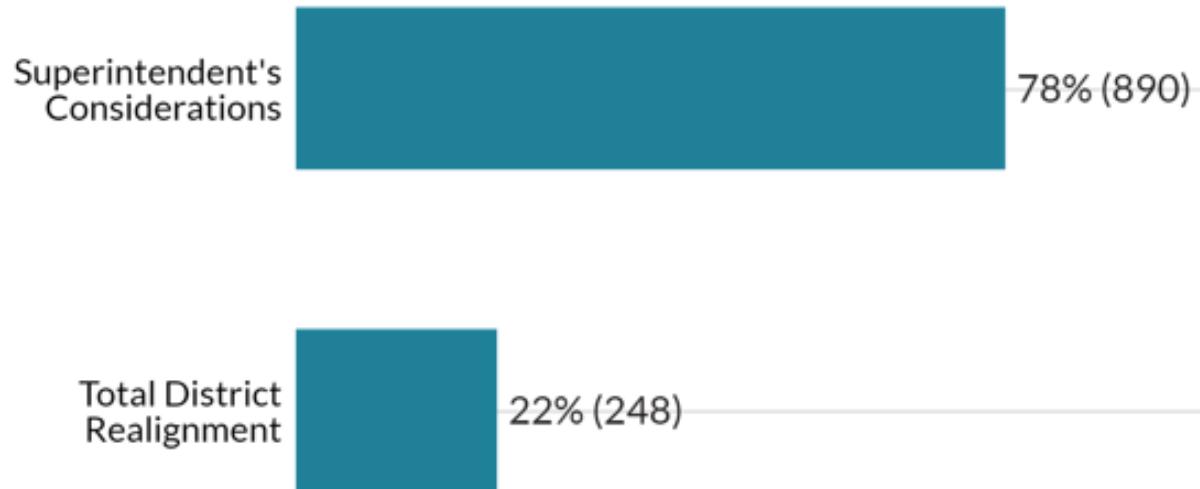


Note: Survey results are from the responses collected during Town Hall meeting periods, and all percentages may not add up to exactly 100% due to rounding.

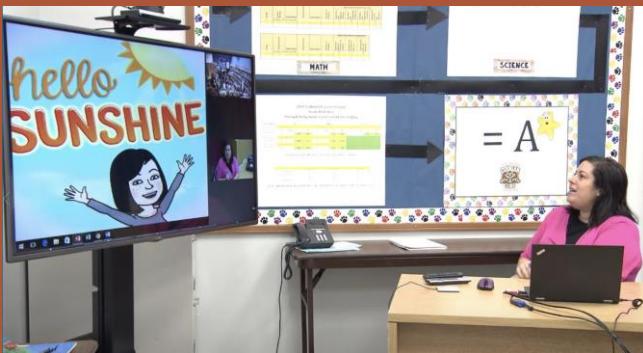


Community Feedback

Do you prefer the Superintendent's Considerations or Total District Realignment?



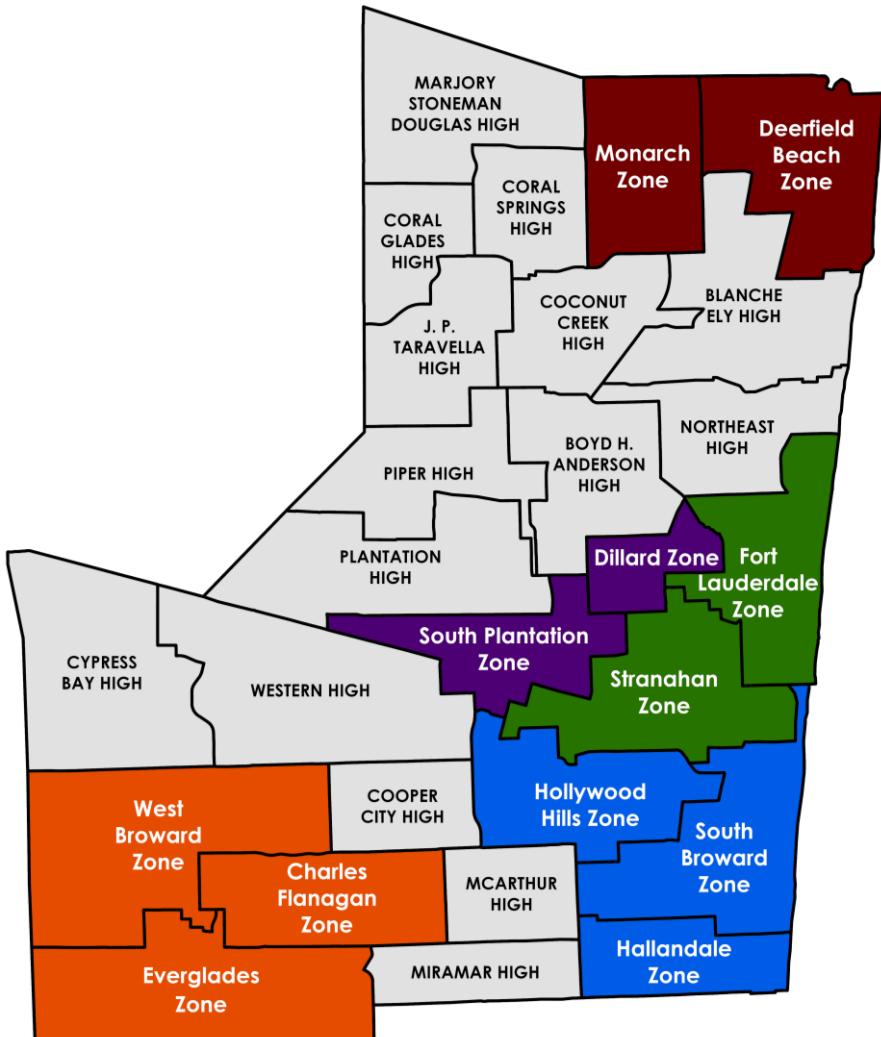
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Superintendent's Recommendations



Innovation Zones and Potential Considerations

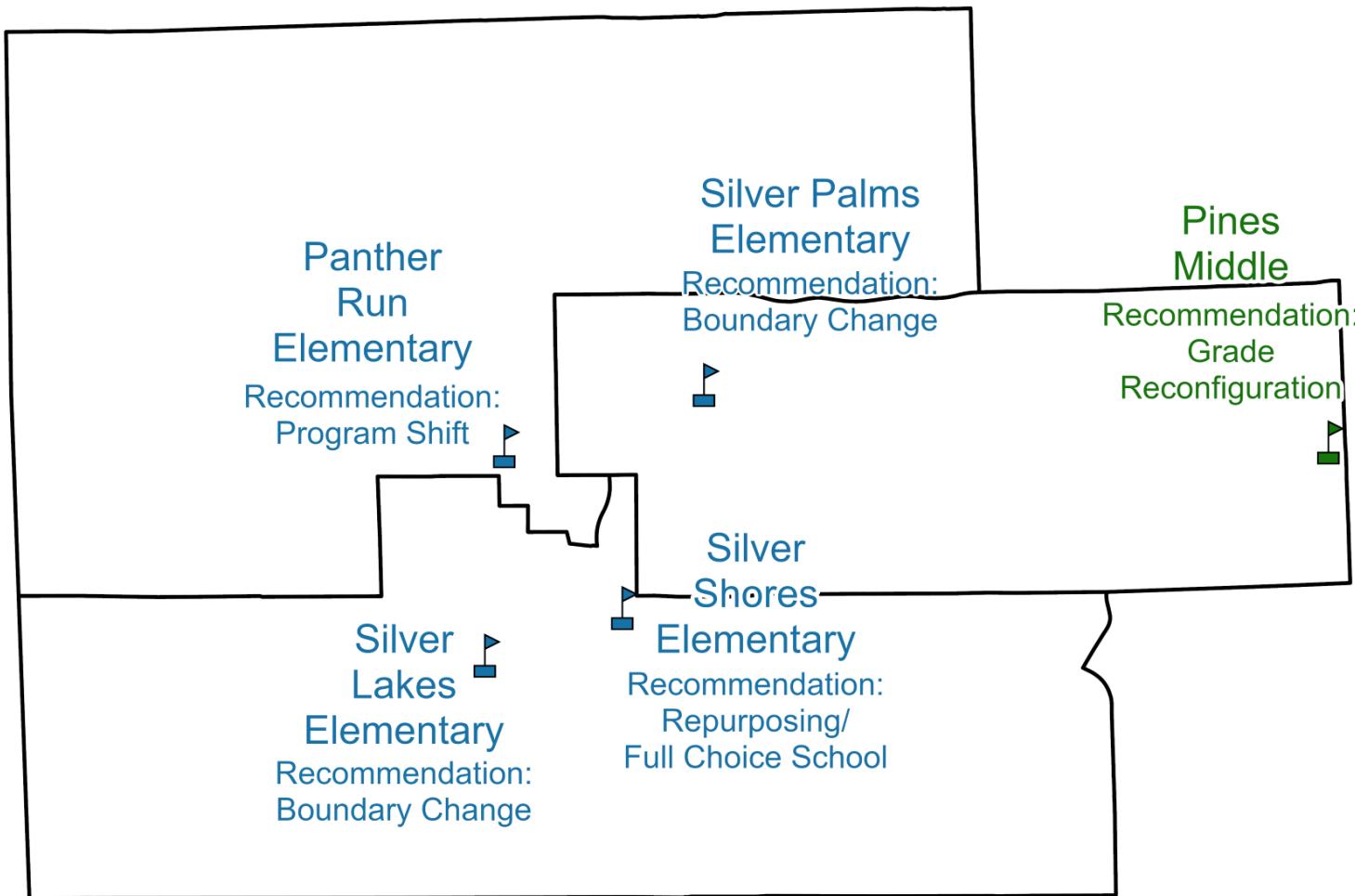


Potential Considerations:

- Change grade level configuration
- Lease or sell schools/properties
- Change school boundary
- Public-Private Partnership
- Merge/Combine schools
- Full Choice School
- Repurpose school(s)
- Close school(s)



Everglades, Flanagan, and West Broward Zones



Everglades, Flanagan, and West Broward Zones

School	Zone	Recommended Change	Current Utilization	Projected Utilization
Silver Palms Elementary	Flanagan Zone	Boundary Change	57.4%	65.3%
Pines Middle	Flanagan Zone	6-12 Grade Reconfiguration	34.5%	62.2%
Silver Lakes Elementary	Everglades Zone	Boundary Change	43.4%	62.2%
Silver Shores Elementary	Everglades Zone	Repurposing to Full Choice K-8 School	44.6%	100.0%
Panther Run Elementary	West Broward Zone	Program Shift from Silver Shores	47.8%	65.9%



Everglades, Flanagan, and West Broward Zones

School	Projected Enrollment Increase	If 15% of these Students come back from Charter or Private Schools	Projected Revenue from this 15%	If 25% of these Students come back from Charter or Private Schools	Projected Revenue from this 25%
Silver Shores Elementary*	820	123	\$1,107,000	205	\$1,845,000
Pines Middle**	490	74	\$666,000	123	\$1,107,000
Total:	1,310	197	\$1,773,000	328	\$2,952,000

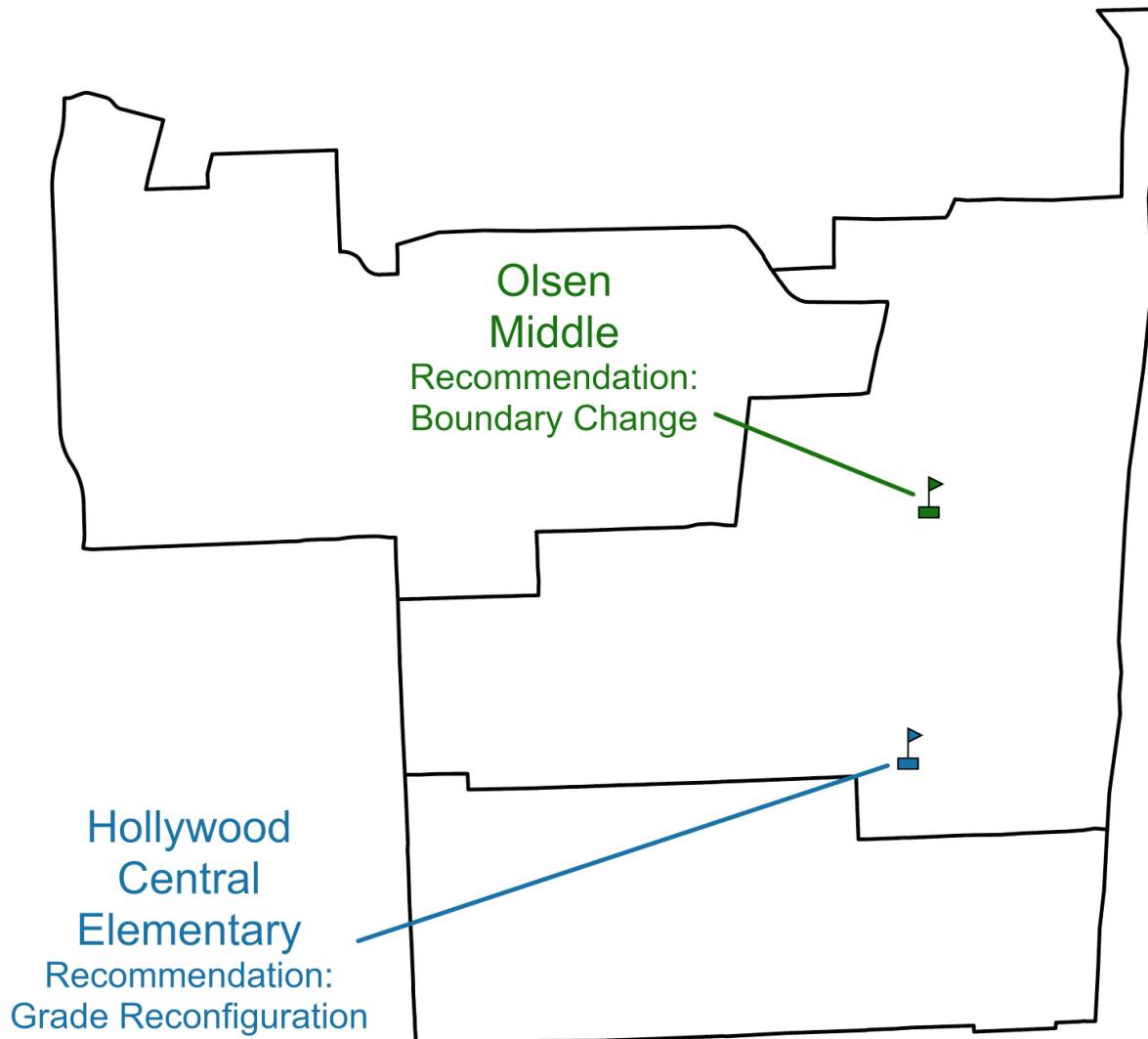
One student is approximately \$9,000 in FTE

*Assumes full capacity of Silver Shores utilized as a full choice school

**Based on four-year implementation timeline for all grades to be served in the school



Hallandale, Hollywood Hills and South Broward Zones



Hallandale, Hollywood Hills and South Broward Zones

School	Zone	Recommended Change	Current Utilization	Projected Utilization
Hollywood Central Elementary	South Broward Zone	K-8 Grade Reconfiguration	46.0%	100.0%
Olsen Middle	South Broward Zone	Boundary Change	49.6%	42.9%

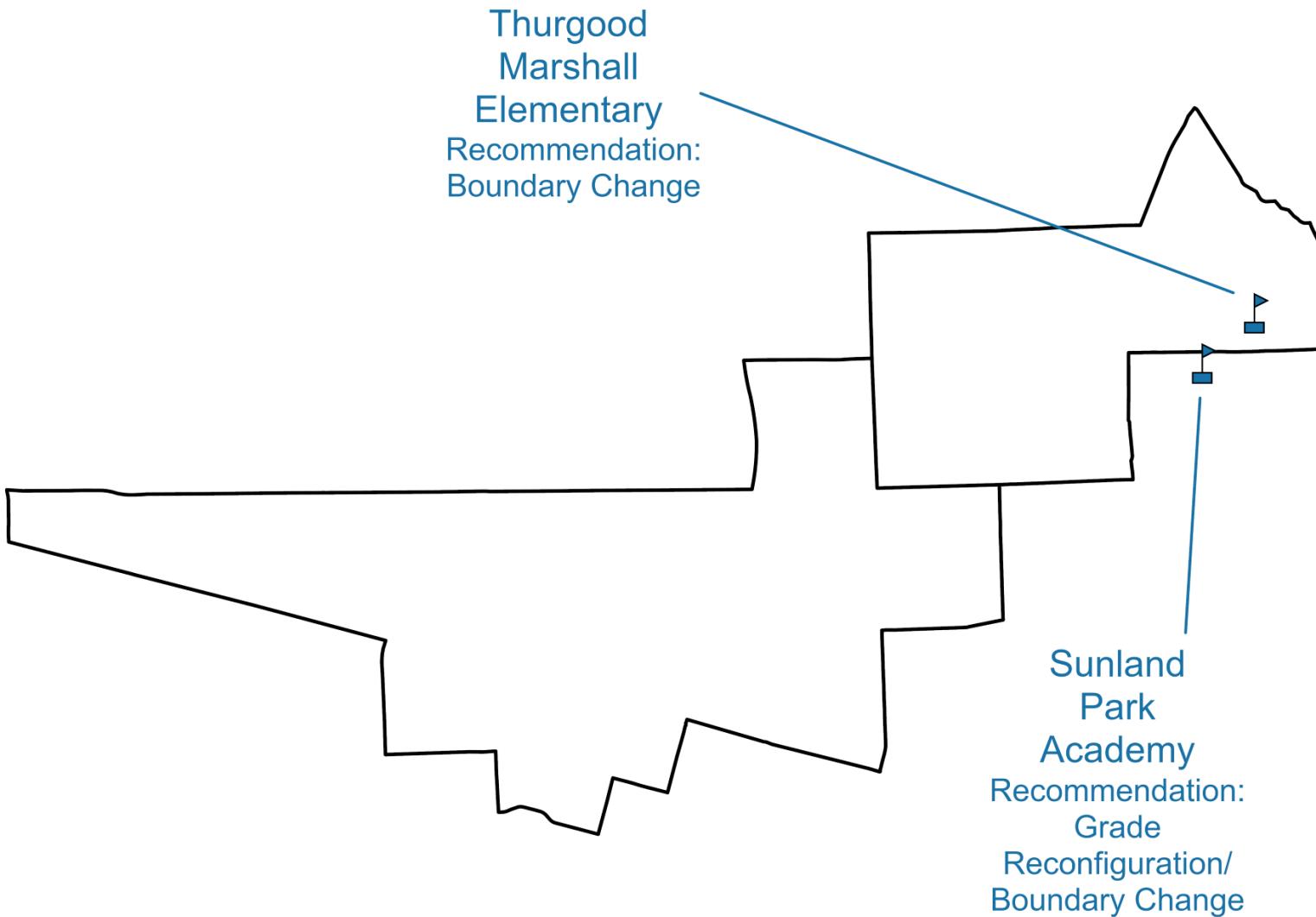


School	Projected Enrollment Increase	If 50% of these Students come back from Charter or Private Schools	Projected Revenue from this 50%	If 75% of these Students come back from Charter or Private Schools	Projected Revenue from this 75%
Hollywood Central Elementary	371	186	\$1,674,000	278	\$2,502,000
Total:	371	186	\$1,674,000	278	\$2,502,000

One student is approximately \$9,000 in FTE



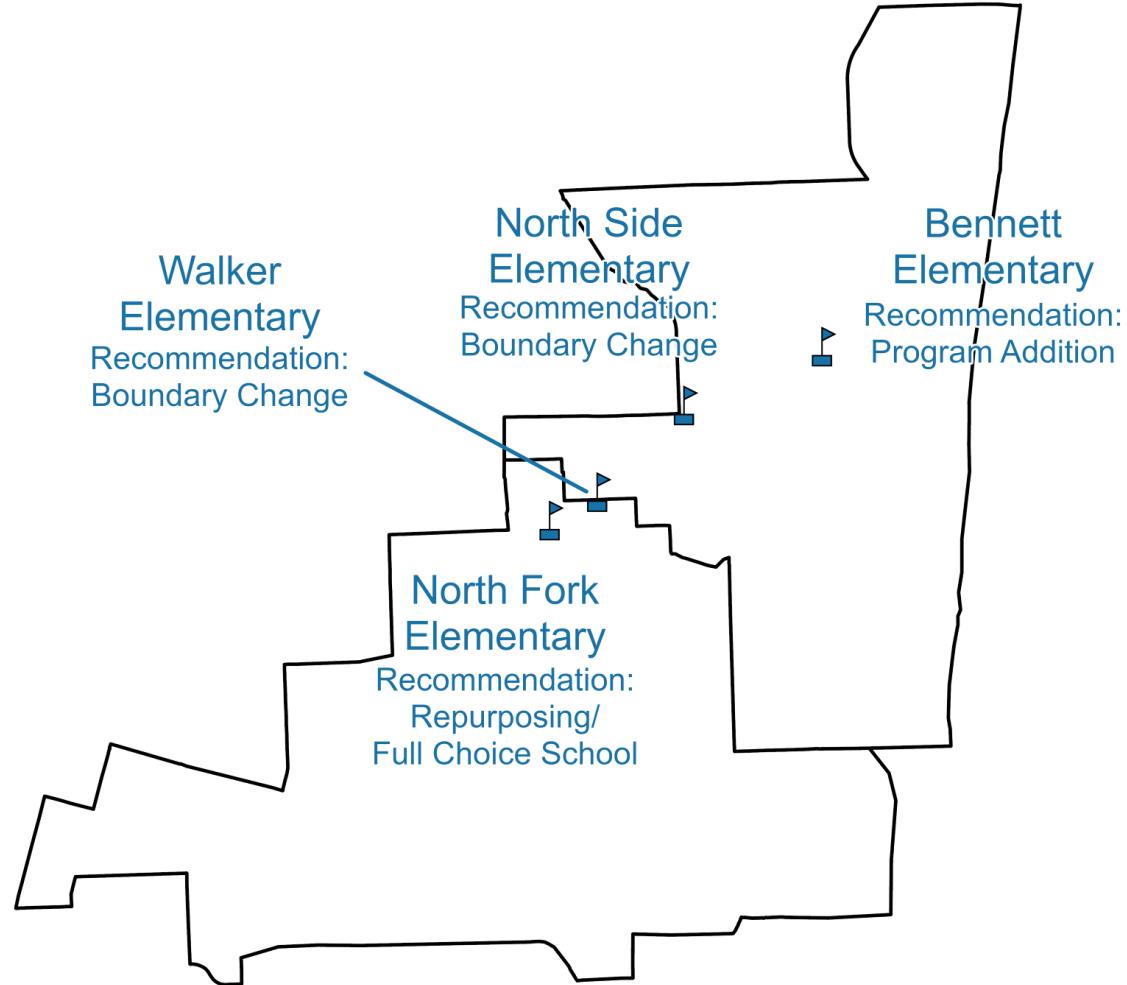
Dillard and South Plantation Zones



Dillard and South Plantation Zones

School	Zone	Recommended Change	Current Utilization	Projected Utilization
Sunland Park Academy	Dillard Zone	PreK-5 Grade Reconfiguration/ Boundary Change	91.7%	94.0%
Thurgood Marshall Elementary	Dillard Zone	Boundary Change	43.0%	53.9%

Fort Lauderdale and Stranahan Zones



Fort Lauderdale and Stranahan Zones

School	Zone	Recommended Change	Current Utilization	Projected Utilization
Bennett Elementary	Fort Lauderdale Zone	Program Addition	54.2%	TBD
North Side Elementary	Fort Lauderdale Zone	Boundary Change	47.0%	67.1%
Walker Elementary	Fort Lauderdale Zone	Boundary Change	52.8%	54.9%
North Fork Elementary	Stranahan Zone	Repurposing to Full Choice School	55.4%	100.0%



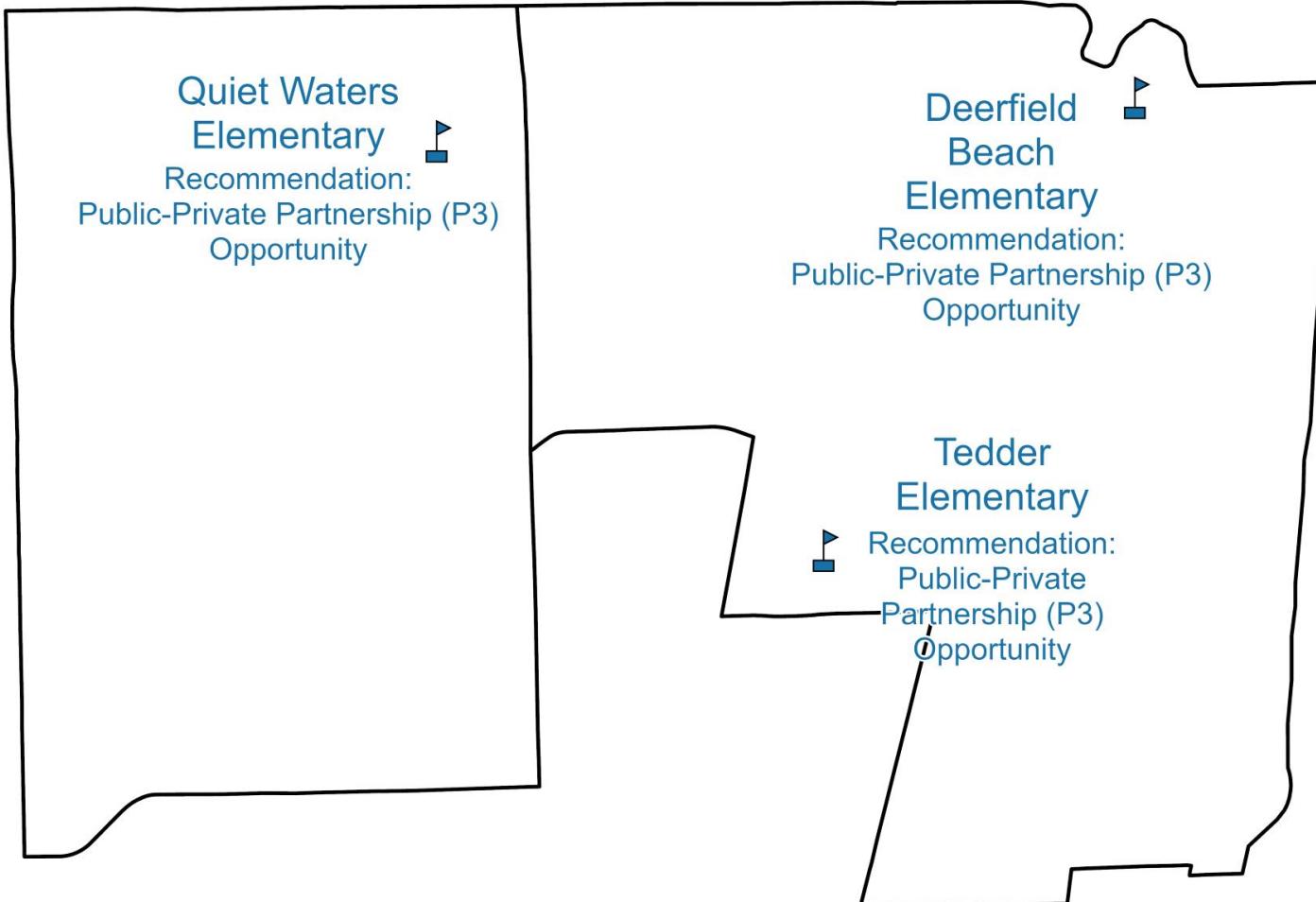
Fort Lauderdale and Stranahan Zones

School	Projected Enrollment	If 10% of these Students come back from Charter or Private School	Projected Revenue from this 10%	If 20% of these Students come back from Charter or Private School	Projected Revenue from this 20%
North Fork Elementary	713	71	\$639,000	143	\$1,287,000
Total:	713	71	\$639,000	143	\$1,287,000

One student is approximately \$9,000 in FTE



Deerfield Beach and Monarch Zones



Recapture of Market Share Grand Total

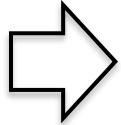
Innovation Zones	Projected Revenue Low Range	Projected Revenue High Range
Everglades, Flanagan, and West Broward Zones	\$1,773,000	\$2,952,000
Hallandale, Hollywood Hills and South Broward Zones	\$1,674,000	\$2,502,000
Fort Lauderdale and Stranahan Zones	\$639,000	\$1,287,000
Projected Revenue Grand Total	\$4,086,000	\$6,741,000



Arthur Ashe Program Expansion

# of Classrooms	Projected # of Students	Total Projected Revenue
32	1,952	\$6,043,654

- Adult English for Speakers of Other Languages*
- GED® Preparation*
- Academic Skills Building
- Pre-Apprenticeship
- Licensed Practical Nursing*
- Patient Care Assistant*
- EKG Technology
- Accounting Operations
- Administrative Office Specialist
- Business Management & Analysis
- Medical Administrative Specialist
- Applied Information Technology
- Cloud Computing & Virtualization
- Baking & Pastry Arts
- Building Trades and Construction Design Technology
- Electricity
- Wastewater Treatment Technologies
- Registered Nurse (RN) degree program (pending approval from State Licensing Board)



Over \$6M in increased annual workforce revenue is expected through expanded workforce education programs.



*Indicates an existing program slated to expand



Projected Grand Total

Source	Projected Financial Impact	
Market Share Recapture	\$4,086,000 Low	\$6,741,000 High
Arthur Ashe Program Expansion (Reserved for Workforce Development)		\$6,043,654
Projected Grand Total	\$10,129,654	\$12,784,654



Beyond Zone-Specific Considerations

Several District sites are under consideration for repurposing, including but not limited to:

Name	Location	Size in Acres	Municipality	Status
School Board Headquarters	SE 6th St and SE 3rd Ave	14-Floor Bldg., 288,348 Sq. Ft.	Fort Lauderdale	Under consideration for repurposing/sale/lease.
Technology & Support Services Center Annex	W Oakland Park Blvd and W Atrium	4-Floor Bldg., 49,103 Sq. Ft.	Sunrise	Under consideration for repurposing/sale/lease.
Coral Springs High Acreage Site	N Rock Island Rd and W Sample Rd	2.86	Coral Springs	Under contract to Predesco Property Investments, LLC. Closing date of 07/09/2024.
Elementary D-1 School Site	S Hiatus Rd and W Broward Blvd	11.84	Plantation	BCPS is currently addressing environmental issues at the site.
Elementary School Site P (Triple H Parkland The Wedge)	Hillsboro Blvd and Lago Way	8.67	Parkland	Vacant site not surplus for sale. Deed restricted for educational facilities use.
Middle School Site PP (Triple H Parkland The Wedge)	Hillsboro Blvd and Nob Hill Rd	16.99	Parkland	Vacant site not surplus for sale. Deed restricted for educational facilities use.
Elementary A-1 Site (Trails End)	University Drive and Trails End	10.14	Parkland	Vacant site not surplus for sale. Encumbered by Certificate of Participation (COPs).
Southwest Ranches Site	Sheridan St and NW 190th Ave	30 (25*)	Southwest Ranches	Vacant site not surplus for sale. Deed restricted for educational facilities use. Encumbered by 2006 COPs.

*Accounts for 5 acres subject to real estate-related School Board action



Timeline

May – June 2024 and Beyond

May 14

Board
Workshop

Community
Conversations
(school specific)

June 18

Board
Vote

Redefining Our
Schools Proposal
for Board Review

»»» Plan

Start planning for
2025/26
implementation

Explore



Planning



Lori Alhadeff, Chair
Debra Hixon, Vice Chair

Torey Alston
Brenda Fam, Esq.
Daniel P. Faganholi
Dr. Jeff Holness
Sarah Leonardi
Nora Rupert
Dr. Allen Zeman

Dr. Howard Hepburn
Superintendent of Schools

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browardschools.com



2024-25 Draft Organizational Chart Summary of Changes

Guiding Framework: 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. The overall financial impact of the Superintendent's recommendations is a net savings of \$598,374. A total of \$597,851 is realigned to Grant, Capital and Food Service budgets. The General Fund will realize a net cost savings of \$1,196,225. To this extent, the draft chart reflects the summary of changes below. In addition, positions eliminated below the organizational chart and not applicable to the chart will yield a savings of \$2,477,029.

- Comprehensive Financial Impact
 - Position Additions & Upgrades \$2,596,707
 - Position Deletions & Downgrades \$3,195,081
 - Total Net to Budget \$(598,374)
- Funding Source Summary
 - General Fund Impact (\$1,196,225)
 - Grant / Food Service / Capital Impact \$597,851
 - Total Fund Needed \$(598,374)
- Position Change Summary
 - Total Additions 17
 - Total Deletions 23
- Highlight of Changes The table below illustrates the position changes on the chart. There will be subsequent reporting changes on the chart that are not reflected in the table below.

Division/Department	Changes for 2024-25 School Year
Superintendent/Chief Level Positions Page 2	<ul style="list-style-type: none">• Elimination of Deputy Superintendent, Chief of Staff position• Elimination of Deputy Superintendent, Finance and Operations position• Elimination of Chief Facilities Officer position• Create Chief Operations Officer position reporting directly to Superintendent• Realigning Chief People Officer position to report directly to Superintendent• Renaming Assoc. Superintendent, Finance to Chief Financial Officer and

	realigning to report directly to the Superintendent.
Teaching & Learning Page 3	<ul style="list-style-type: none"> Renaming Associate Superintendent, Non-Traditional Schools to Assistant Superintendent, School Transformation Office
Teaching & Learning Page 4	<ul style="list-style-type: none"> Realigning Non-Traditional Schools to Regions. Realigning one Director from Central Region to School Transformation Office Decreasing Assistant Directors, in School Transformation Office from 2 to 1 Realignment of Coordinator, School Improvement to School Transformation Office
Academics Page 5	<ul style="list-style-type: none"> Creating 1 MTSS Supervisor to Elementary Learning and 1 MTSS Supervisor to Secondary Learning (total of 2) Renaming Coaching & Induction department to Teacher Development & Support Renaming Professional Development Standards & Support to Professional Learning Standards & Support Realigning Principal Coach from Coaching & Induction department to Leadership Development
Exceptional Student Education Page 6	<ul style="list-style-type: none"> Creating Assistant Director, ESE Creating Curriculum Supervisor, ESE Private Schools Creating Curriculum Supervisor, ESE Realignment of Curriculum Supervisor, Preschool ESE Realignment of Supervisor, ESE Transition Services Realignment of Curriculum Supervisor, Gifted & Talented
Academics Page 7	<ul style="list-style-type: none"> Renaming Director, Research, Evaluation & Accountability to Director, Research, Assessment & Data Analysis Renaming Head Start/Early Intervention positions to Early Childhood Education
Student Services Initiatives Page 8	<ul style="list-style-type: none"> Creating Assistant Director, Student Services Initiatives Renaming Program Manager, Recovery to Supervisor, School Counseling

<p>Safety, Security & Emergency Preparedness Page 9</p>	<ul style="list-style-type: none"> • Adding additional Coordinator, Safety & Compliance • Renaming School Security Support Services department to Emergency Management • Eliminating Senior Data Analyst position • Eliminating Coordinator School Safety position • Creating Assistant Director, Safety & Security Operations • Realigning Area Managers to Asst. Director, Safety & Security Operations • Realigning Project Manager to Assistant Director, Safety & Security Operations • Renaming Chief, SIU to Chief, Broward County School Police • Eliminating one Lieutenant position • Eliminating two vacant Detective positions (Used to create Professional Standards Executive Director) • Realigning one Sergeant to Professional Standards • Realigning six Detectives to Professional Standards department with a dotted line to Chief, BC School Police • Eliminating Personnel Administrator Training/Clearance • Eliminating one Plans Examiner/Inspector position • Creating Senior Plans Examiner/Inspector position
<p>Chief Operations Officer Page 10</p>	<ul style="list-style-type: none"> • Create Director, FNS (Food Service) • Create Manager, Transportation Operations with two eliminated positions • Elimination of 1 Business Analyst position within Business Support Center • Creation of Assistant Director, Business Support Center • Realigning Operations, Transportation, and Food & Nutrition Services under Chief Operations Officer
<p>Chief Operations Officer Page 11</p>	<ul style="list-style-type: none"> • Realignment of Executive Directors, Capital Programs and Physical Plant Operations to Chief Operations Officer • Renaming Sr. Process Analyst to Manager, Business Process & Performance Improvement

	<ul style="list-style-type: none"> • Creating Coordinator, Warranty/Asset (Capital-funded)
Chief Operations Officer Page 12	<ul style="list-style-type: none"> • Realigning Chief Building Official to Chief Operations Officer • Realigning Director, Environmental Health & Safety to Chief Operations Officer
Communications & Legislative Affairs Page 13	<ul style="list-style-type: none"> • Elimination of Manager II Engineering position • Creation of Director, Strategic Partnerships • Realignment of Coordinator, District Community Relations • Realigning Assistant Director, District Administrative Services to Director, Legislative Affairs
IT Operations Page 14	<ul style="list-style-type: none"> • Eliminating Director, IT Security • Eliminating Asst. Director, Information Technology • Realigning Asst. Director, IT Security and Safety Technology to Director, Infrastructure Services
IT Operations Page 15	<ul style="list-style-type: none"> • Create Assistant Director, Federal & State Compliance
IT Services Page 16	<ul style="list-style-type: none"> • Eliminating Supervisor I, IT position
Human Resources & Equity Page 17	<ul style="list-style-type: none"> • Creating Ex. Director, Professional Standards and Labor Relations (through elimination of 2 SIU Detectives) • Eliminating Manager, Employee & Labor Relations • Renaming Specialist, ELR to Specialist, Labor Relations • Renaming Director, ELR to Director, Professional Standards • Renaming Manager, ELR to Manager, Professional Standards • Creating Sergeant to report to Professional Standards • Upgrading 3 Compliance Administrators from pay band A2 to B • Restructuring Talent Acquisition/Operations Instructional and Non-Instructional departments to Department of Talent Acquisition and Department of HR Operations • Realigning (2) Specialists, HR Information Systems to Ex. Director, Talent Mgmt

	<ul style="list-style-type: none"> • Renaming Director, Compensation and HR Support Services to Director, Compensation • Creating Manager, Compensation
Finance Page 18-19	<ul style="list-style-type: none"> • Renaming Assoc. Superintendent, Finance to Chief Financial Official
Finance Page 19	<ul style="list-style-type: none"> • Realigning Risk Management department to Chief Financial Officer • Upgrading Privacy Officer from salary band A2 to C
Strategy & Innovation Page 20	<ul style="list-style-type: none"> • Realigning Athletics/Student Activities department • Realigning Applied Learning department • Realigning Demographics & Enrollment Planning department • Realigning Choice/Charter Schools department
General Counsel Page 22	<ul style="list-style-type: none"> • Creating 2 Additional Assistant General Counsel positions



THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA
PROPOSED
2024-2025 ORGANIZATIONAL CHART





THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

PROPOSED 2024-2025 ORGANIZATIONAL CHART

School Board Appointed Committees & Public Stakeholders.....	1
Superintendent of Schools (Direct & Dotted Line Reports).....	2
Teaching & Learning (Direct Reports).....	3-8
Learning Communities.....	4
Academics.....	5-8
Learning/ESOL/CTAC/Development.....	5
Exceptional Student Education.....	6
Research, Title I & Engagement.....	7
Student Services.....	8
Safety & Security.....	9
Operations.....	10-12
Food & Nutrition/Transportation/Operations.....	10
Capital Programs/Real Estate/Physical Plant Operations.....	11
Building Official/Environmental Safety.....	12
Communications & Legislative Affairs.....	13
Information Technology.....	14-16
Human Resources.....	17
Finance.....	18-19
AFRD/Budget/Treasurer/Payroll.....	18
Risk Management/Workers' Compensation/Grants Administration.....	19
Strategy & Innovation.....	20
Auditor.....	21
General Counsel.....	22

Title Change/ Title Change	New Position Job Description Exists	Reporting Change from Different Division
N	J	R
New Position Job Description Does Not Exist	Job Study on Existing Position	Alignment Change within same Division
Funding** C Capital FS Food Service Gr Grants G General R Referendum		

SCHOOL BOARD APPOINTED COMMITTEES & PUBLIC STAKEHOLDERS



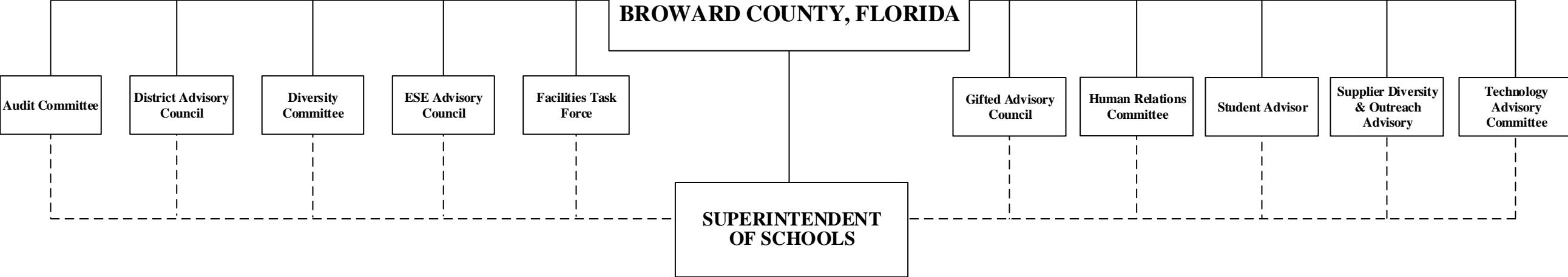
THE SCHOOL BOARD OF BROWARD COUNTY, FL
2024-2025 **PROPOSED ORGANIZATIONAL CHART**

BROWARD COUNTY COMMUNITY

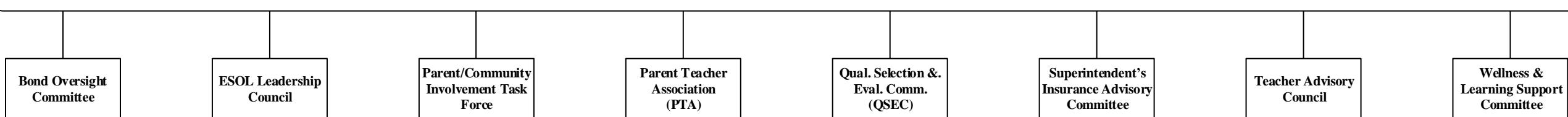
School Board Appointed Committees

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

School Board Appointed Committees



PUBLIC STAKEHOLDERS



Title Change/ Title Change	New Position Job Description Exists	Reporting Change from Different Division
N	J	R
New Position Job Description Does Not Exist	Job Study on Existing Position	Alignment Change within same Division
** Funding from sources other than General Funds		
Funding **		
C Capital	FS Food Service	Gr Grants
G General	R Referendum	

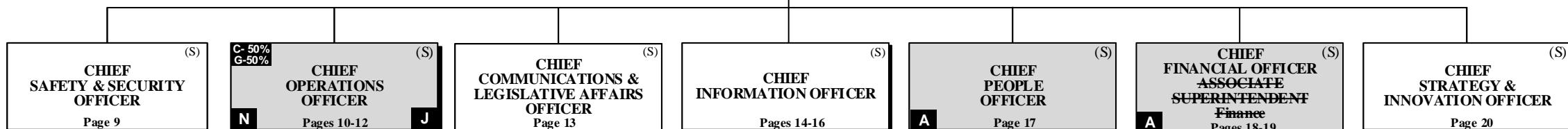
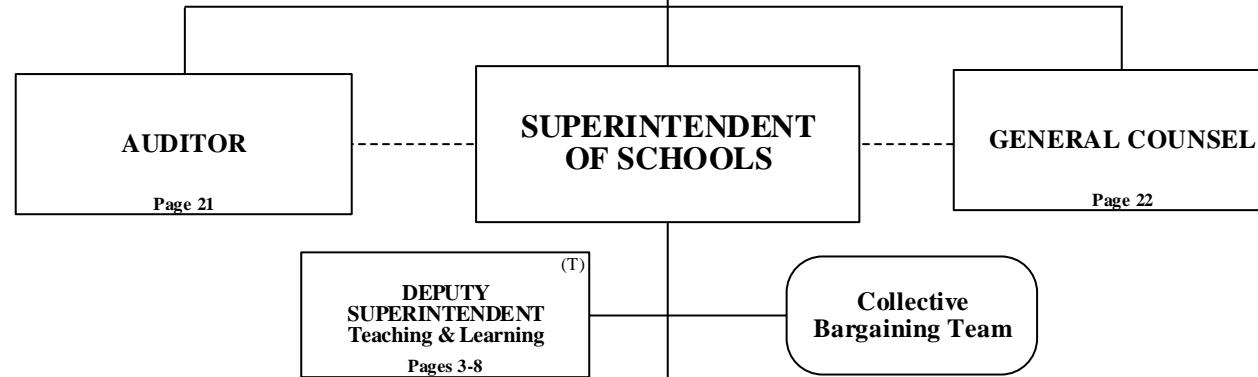
SUPERINTENDENT

BROWARD COUNTY COMMUNITY



THE SCHOOL BOARD OF BROWARD COUNTY, FL
2024-2025 **PROPOSED** ORGANIZATIONAL CHART

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA



~~CHIEF
FACILITIES OFFICER~~

~~DEPUTY
SUPERINTENDENT
CHIEF OF STAFF~~

~~DEPUTY SUPERINTENDENT
Finance & Operations~~

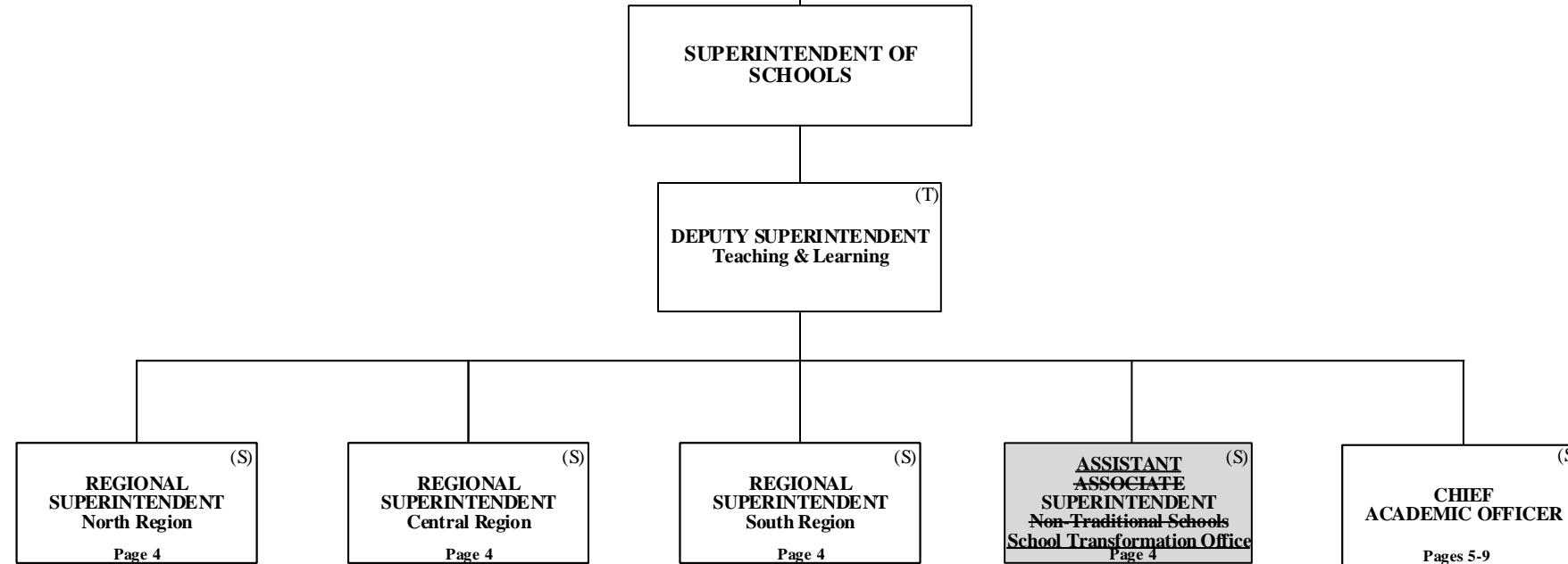
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N	J	A
Funding**		
C Capital FS Food Service Gr Grants G General R Referendum		
** Funding from sources other than General Funds		

TEACHING & LEARNING

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA



THE SCHOOL BOARD OF BROWARD COUNTY, FL 2024-2025 **PROPOSED ORGANIZATIONAL CHART**



Page 4

Page 4

Page 4

Pages 5-9

Title Change/ Title Change	New Position Job Description Exists	Reporting Change from Different Division
N	J	R
New Position Job Description Does Not Exist	Job Study on Existing Position	Alignment Change within same Division
Funding**		
C Capital FS Food Service Gr Grants G General R Referendum		

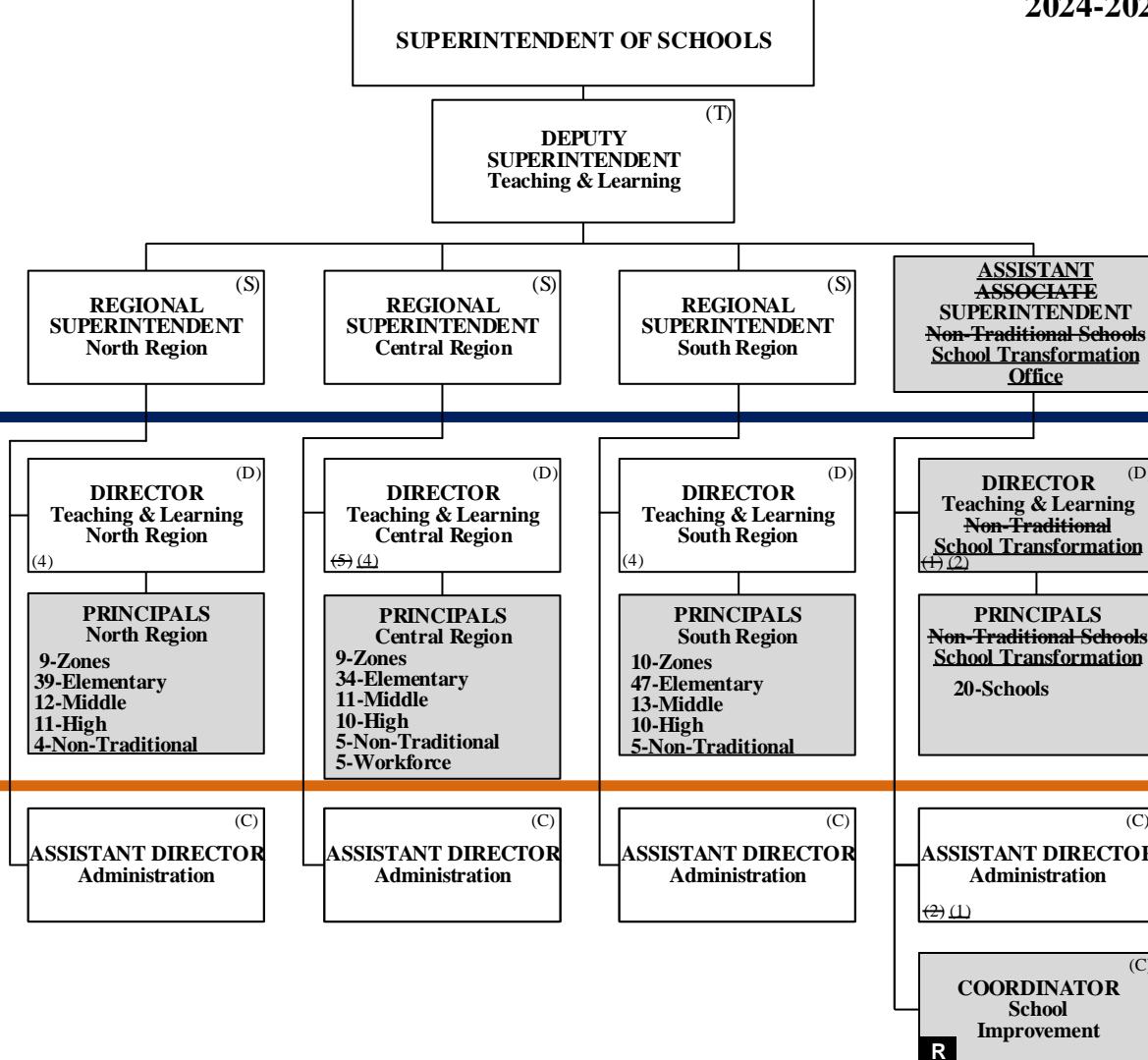
Title Change/ Title Change	New Position Job Description Exists	Reporting Change from Different Division
N	J	R
New Position Job Description Does Not Exist	Job Study on Existing Position	Alignment Change within same Division
Funding**		
C Capital FS Food Service Gr Grants G General R Referendum		

TEACHING & LEARNING Learning Communities



THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

THE SCHOOL BOARD OF BROWARD COUNTY, FL 2024-2025 PROPOSED ORGANIZATIONAL CHART



Title Change/ Title Change	New Position Job Description Exists	Reporting Change from Different Division
N	J	R
New Position Job Description Does Not Exist	Job Study on Existing Position	Alignment Change within same Division
** Funding from sources other than General Funds		
Funding** C Capital FS Food Service Gr Grants G General R Referendum		

TEACHING & LEARNING ACADEMICS Learning/ESOL/CTACE/Development



THE SCHOOL BOARD OF BROWARD COUNTY, FL 2024-2025 PROPOSED ORGANIZATIONAL CHART

THE SCHOOL BOARD OF BROWARD
COUNTY, FLORIDA

SUPERINTENDENT OF SCHOOLS

(T)
DEPUTY SUPERINTENDENT
Teaching & Learning

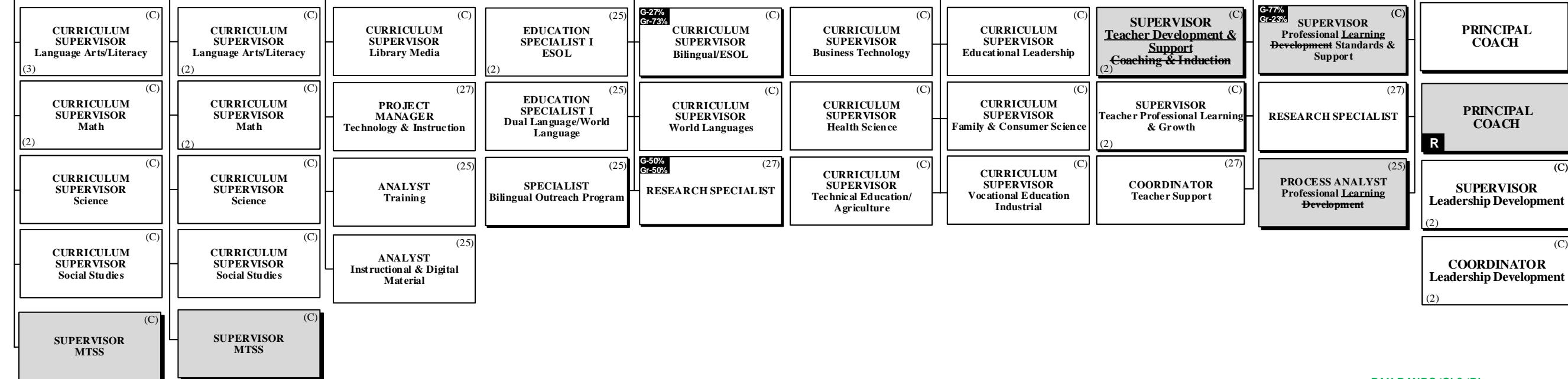
(S)
CHIEF
ACADEMIC OFFICER

(E)
EXECUTIVE DIRECTOR
Academics

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



PAY BAND 'D'



PAY BANDS 'C' & 'B'

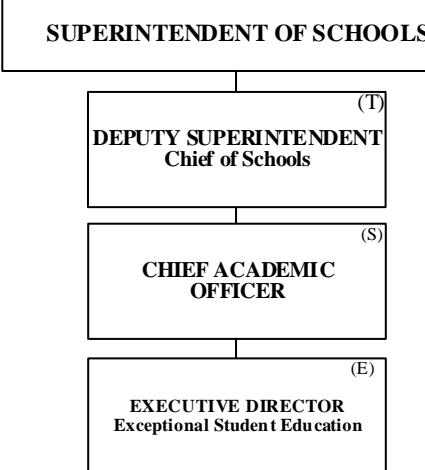
Title Change/ Title Change	New Position Job Description Exists	Reporting Change from Different Division
N	J	R
New Position Job Description Does Not Exist	Job Study on Existing Position	Alignment Change within same Division
New Position Job Description Does Not Exist		
Job Study on Existing Position		
Alignment Change within same Division		
Funding**		
C Capital FS Food Service Gr Grants		
G General R Referendum		
** Funding from sources other than General Funds		

**TEACHING & LEARNING
ACADEMICS
Exceptional Student Education**

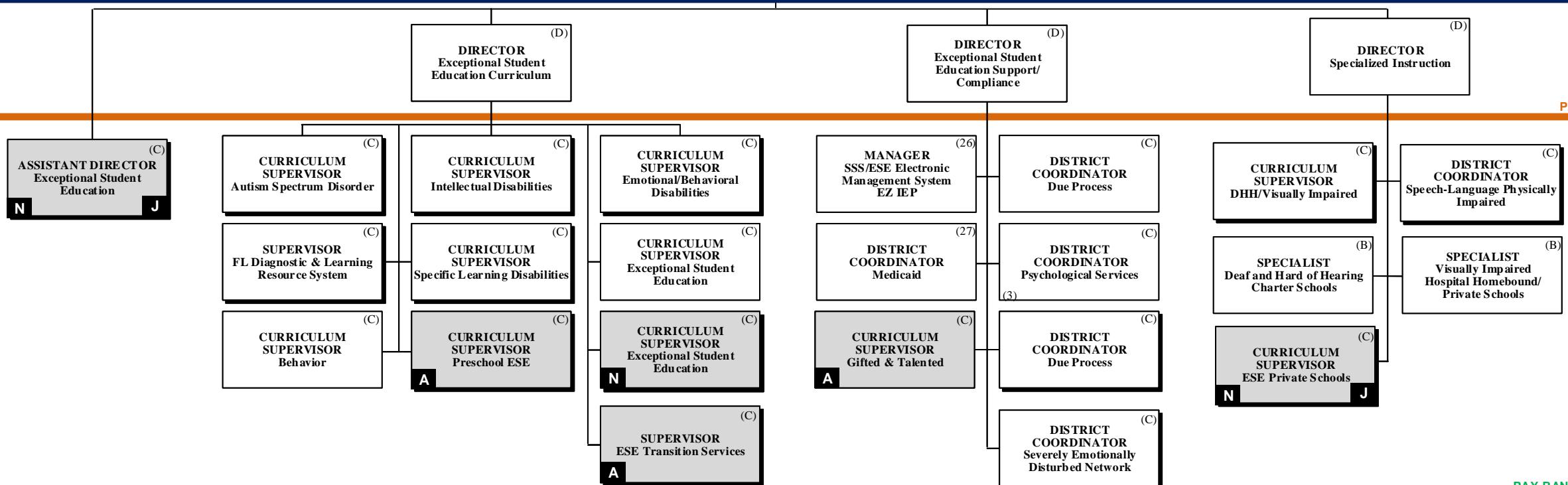
**THE SCHOOL BOARD OF BROWARD
COUNTY, FLORIDA**



**THE SCHOOL BOARD OF BROWARD COUNTY, FL
2024-2025 **PROPOSED** ORGANIZATIONAL CHART**



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



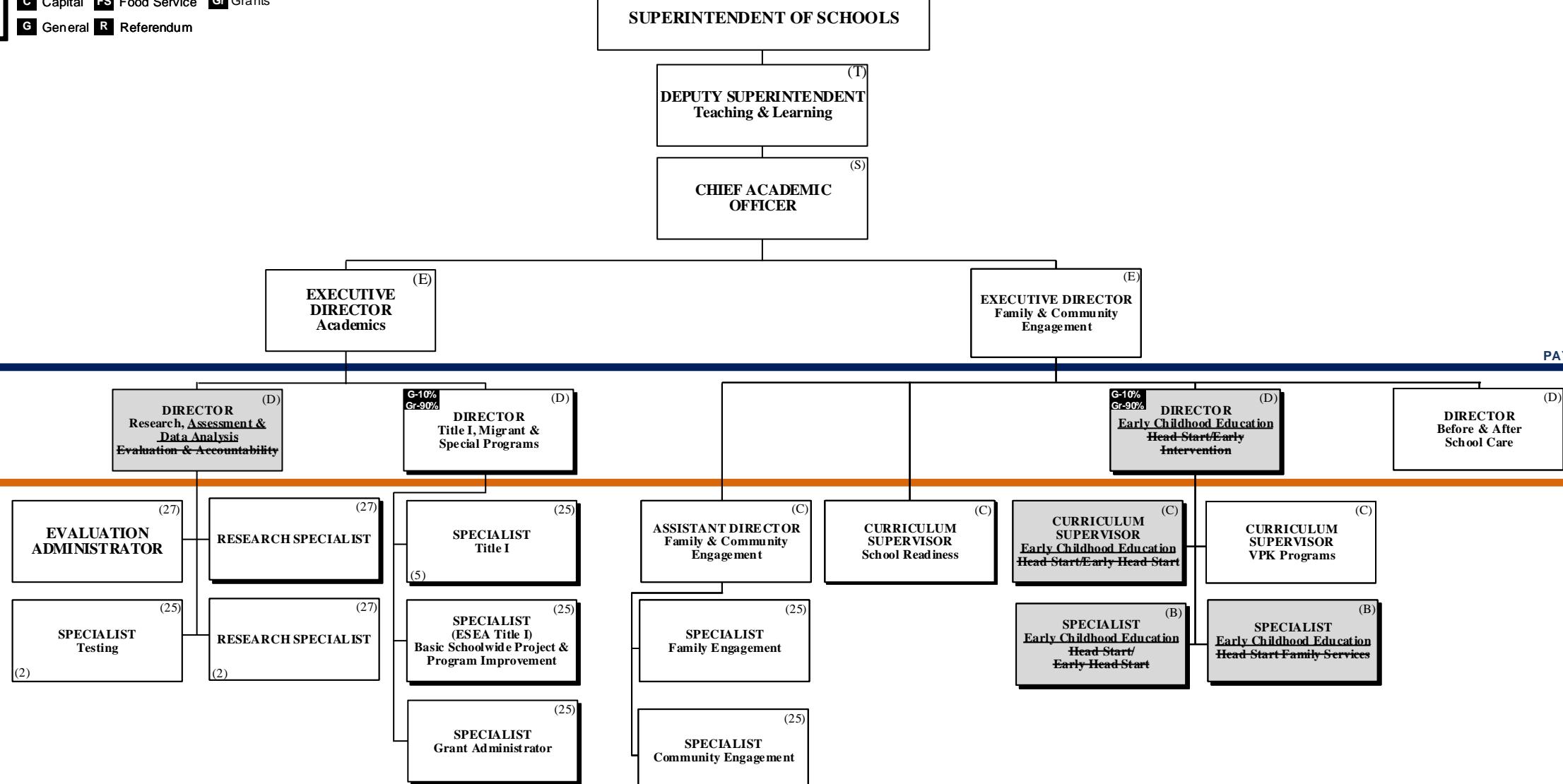
Title Change/ Title Change	New Position Job Description Exists	Reporting Change from Different Division
N	J	R
New Position Job Description Does Not Exist	Job Study on Existing Position	Alignment Change within same Division
** Funding from sources other than General Funds		
Funding**		
C Capital	FS Food Service	Gr Grants
G General	R Referendum	

TEACHING & LEARNING ACADEMICS Research, Title I & Engagement

THE SCHOOL BOARD OF BROWARD
COUNTY, FLORIDA



THE SCHOOL BOARD OF BROWARD COUNTY, FL
2024-2025 **PROPOSED ORGANIZATIONAL CHART**



Title Change/ Title Change	New Position Job Description Exists	Reporting Change from Different Division
N	J	R
New Position Job Description Does Not Exist	Job Study on Existing Position	Alignment Change within same Division
** Funding from sources other than General Funds		
Funding** C Capital FS Food Service Gr Grants G General R Referendum		

TEACHING & LEARNING ACADEMICS Student Services

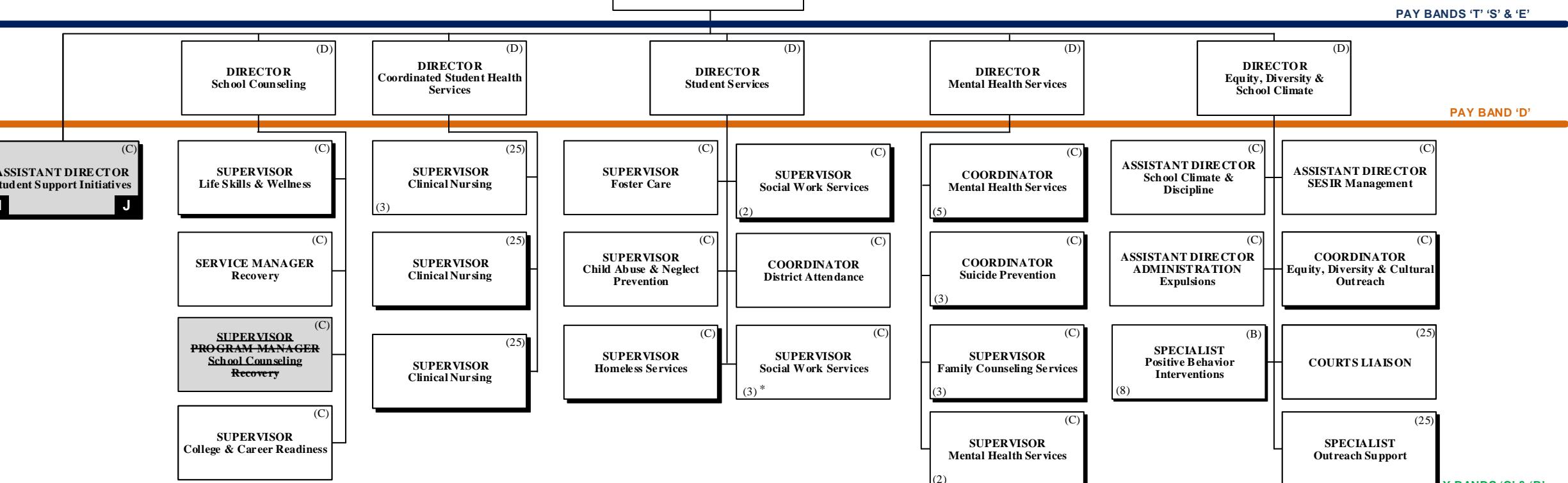
THE SCHOOL BOARD OF
BROWARD COUNTY, FLORIDA

SUPERINTENDENT OF SCHOOLS

(T)
DEPUTY SUPERINTENDENT
Teaching & Learning

(S)
CHIEF ACADEMIC
OFFICER

(E)
EXECUTIVE DIRECTOR
Student Services Initiatives



THE SCHOOL BOARD OF BROWARD COUNTY, FL
2024-2025 **PROPOSED ORGANIZATIONAL CHART**

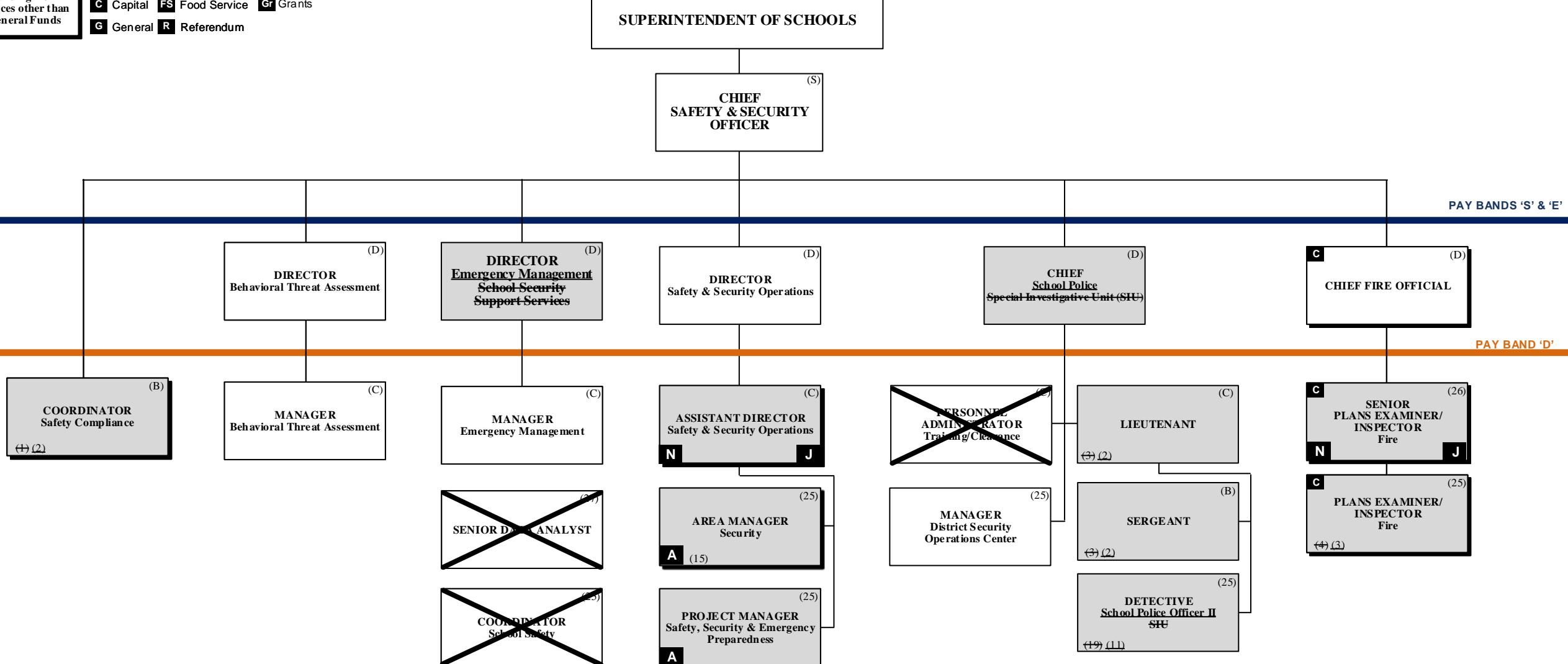
Title Change/ Title Change	New Position Job Description Exists	Reporting Change from Different Division
N	J	R
New Position Job Description Does Not Exist	Job Study on Existing Position	Alignment Change within same Division
** Funding **		
C Capital FS Food Service Gr Grants G General R Referendum		

SAFETY & SECURITY

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA



THE SCHOOL BOARD OF BROWARD COUNTY, FL 2024-2025 PROPOSED ORGANIZATIONAL CHART



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



OPERATIONS

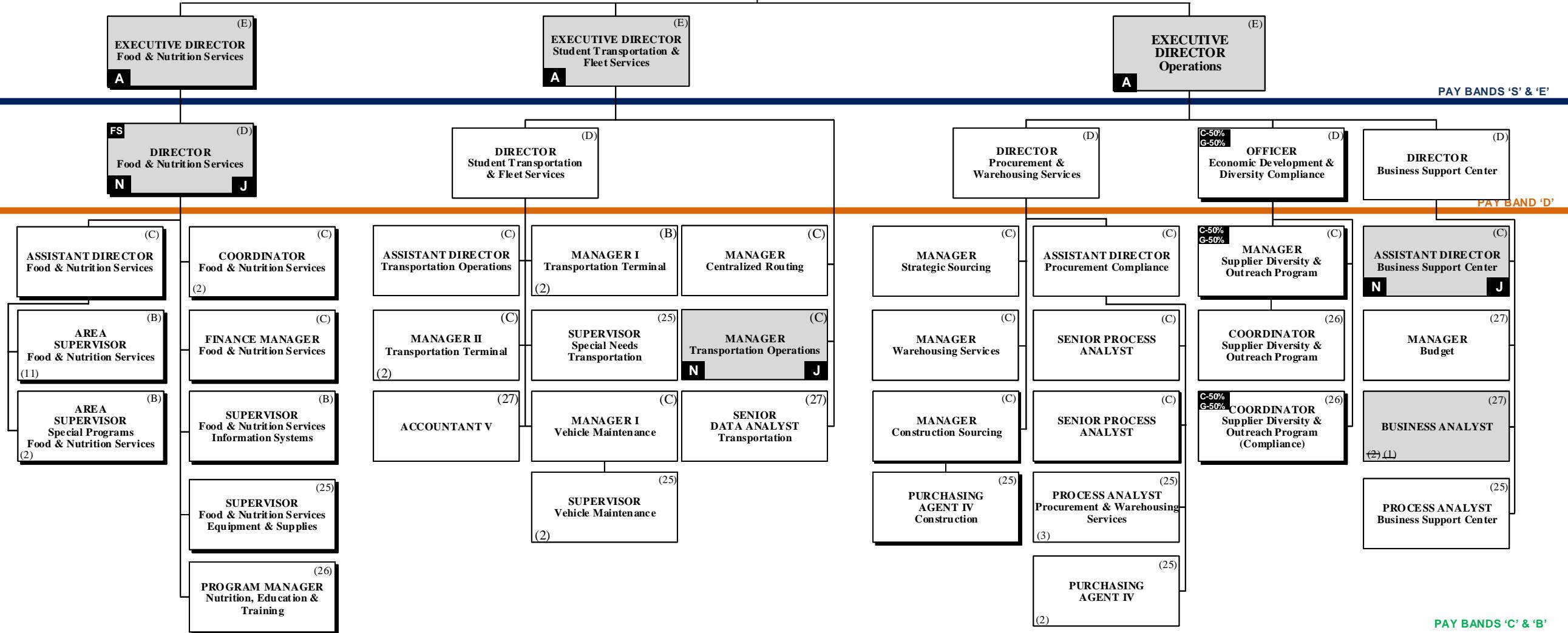
Food Service/Transportation/Operations

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

SUPERINTENDENT OF SCHOOLS

**C-50%
G-50%** (S)
**CHIEF
OPERATIONS
OFFICER**
N **J**

<u>Title Change/ Title Change</u>	N	New Position Job Description Exists	R	Reporting Change from Different Division		
New Position Job Description Does Not Exist	N	Job Study on Existing Position	J	Alignment Change within same Division		
** Funding from sources other than General Funds	C	Capital	FS	Food Service	Gr	Grants
	G	General	R	Referendum		



Title Change/ Title Change	New Position Job Description Exists	Reporting Change from Different Division
N	J	R
New Position Job Description Does Not Exist	Job Study on Existing Position	Alignment Change within same Division
Funding**		
C Capital FS Food Service Gr Grants G General R Referendum		

OPERATIONS

Capital Programs/Physical Plant Operations

THE SCHOOL BOARD OF BROWARD
COUNTY, FLORIDA



THE SCHOOL BOARD OF BROWARD COUNTY, FL
2024-2025 **PROPOSED** ORGANIZATIONAL CHART

SUPERINTENDENT OF
SCHOOLS

C-50%
G-50%
(S)
CHIEF
OPERATIONS OFFICER
N J

CHIEF FACILITIES OFFICER

(E)
EXECUTIVE DIRECTOR
Capital Programs
A

(E)
EXECUTIVE DIRECTOR
Physical Plant
Operations
A

PAY BANDS 'S' & 'E'

(D)
DIRECTOR
Construction

(D)
DIRECTOR
Design/Pre-Construction

(D)
DIRECTOR
Real Estate &
Growth Management

(D)
DIRECTOR
Physical Plant
Operations

PAY BAND 'D'

(C)
MANAGER
Construction
(2)

(C)
MANAGER
Mechanical Engineering
(2)

(C)
MANAGER
ADA Accessibility
(3)

(C)
SENIOR PROPERTY
COORDINATOR
(27)

(27)
PLANNER
Growth Management
(27)

(C)
MANAGER
Custodial
(26)

(C)
MANAGER
PPO Finance
(25)

(C)
MANAGER
Facilities Support Services
(25)

(C)
MANAGER
Construction
(2)

(C)
MANAGER
Architectural Engineering
(2)

(C)
SPECIALIST
ADA Accessibility
(25)

(C)
COORDINATOR
Facility Planning &
Educational Programming
(27)

(27)
PLANNER
Growth Management
Monitoring
(27)

(C)
MANAGER
Grounds
(26)

(C)
SENIOR PROCESS
ANALYST
MANAGER
Business Process &
Performance
Improvement
(25)

(C)
COORDINATOR
Warranty/Asset
N J
(25)

(27)
PROJECT
MANAGER III
(2)

(C)
MANAGER
Electrical Engineering
(2)

(C)
PROJECT
MANAGER III
(27)

(C)
COORDINATOR
Florida Inventory of
School Houses
(FISH)
(27)

(C)
MANAGER
Business Process &
Performance
Improvement
(26)

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

(25)
SUPERVISOR
Planning & Scheduling
(25)

(25)
SPECIALIST
PPO Training
(25)

(26)
PROPERTY
COORDINATOR

(25)
SUPERVISOR
Trades
(9)

(25)
PROJECT
MANAGER I

PAY BANDS 'C' & 'B'
PAY GRADES 22-23

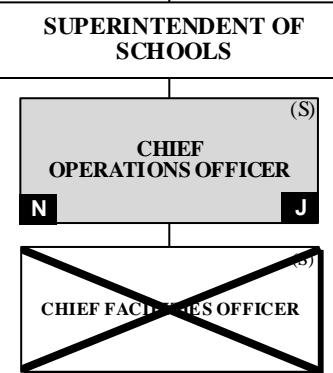
Title Change/ Title Change	New Position Job Description Exists	Reporting Change from Different Division
N	J	R
New Position Job Description Does Not Exist	Job Study on Existing Position	Alignment Change within same Division
N J A		
** Funding from sources other than General Funds		
Funding **		
C Capital FS Food Service Gr Grants		
G General R Referendum		

OPERATIONS Building Official/Environmental Safety

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA



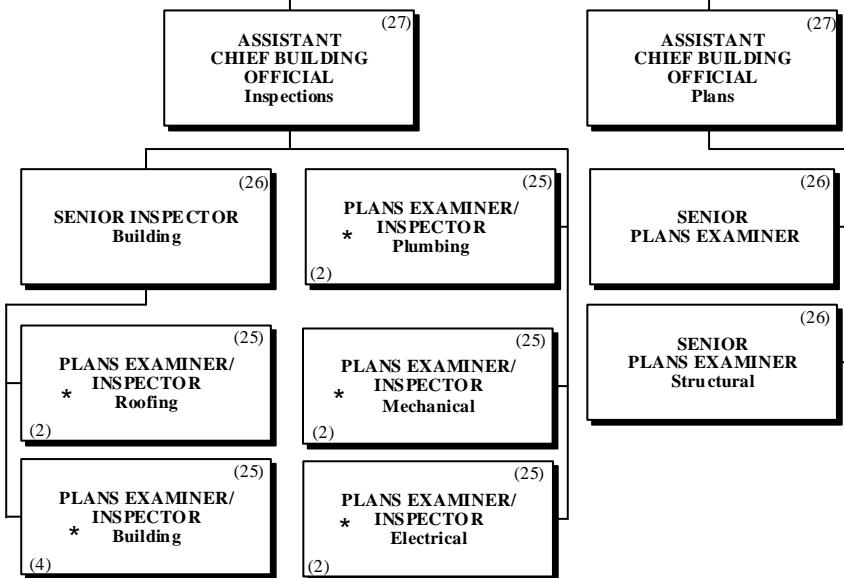
THE SCHOOL BOARD OF BROWARD COUNTY, FL 2024-2025 PROPOSED ORGANIZATIONAL CHART



PAY BANDS 'S' & 'E'



PAY BAND 'D'



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

PAY BANDS 'C' & 'B'
PAY GRADES 25-23

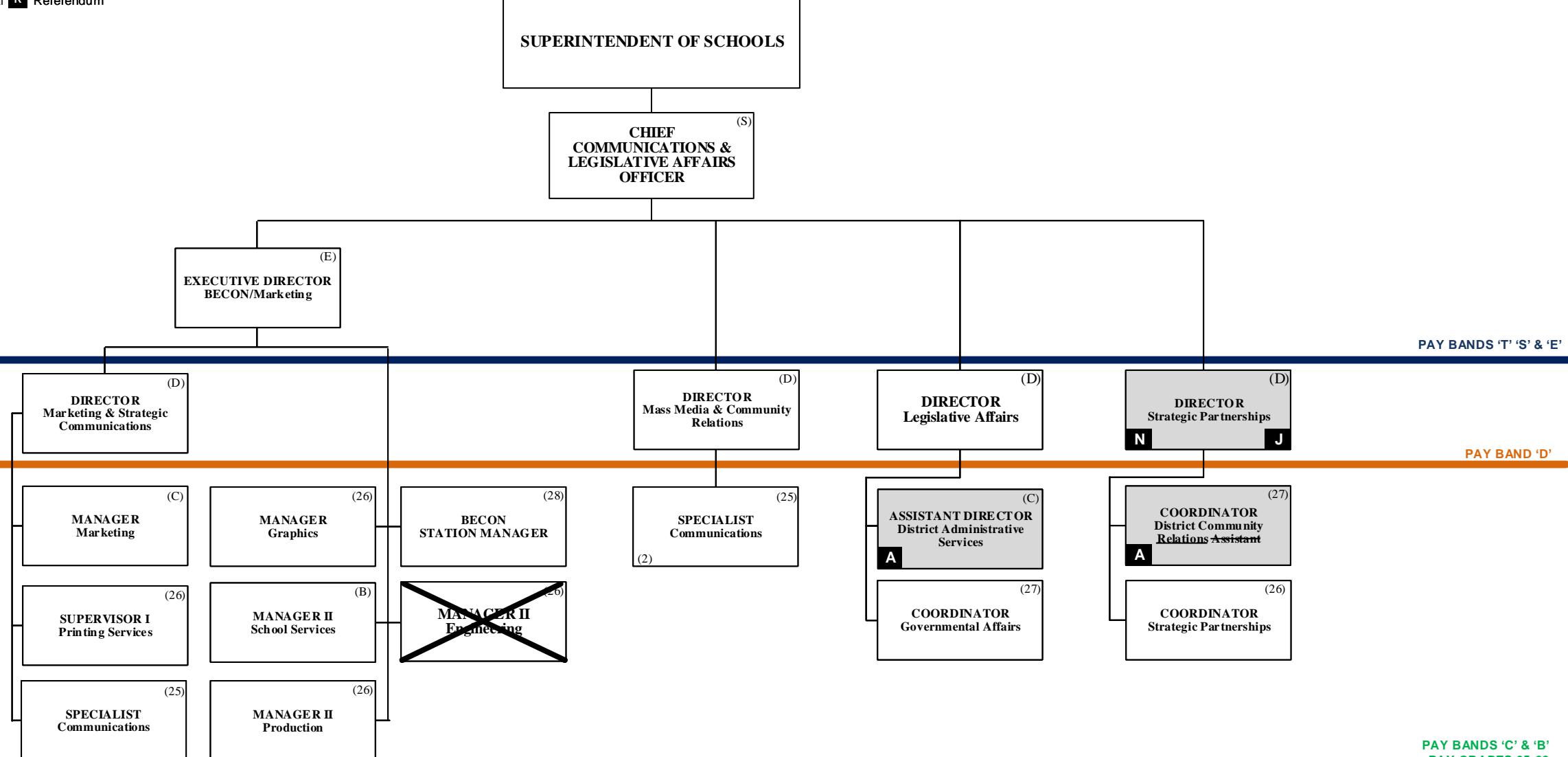
Title Change/ Title Change	New Position Job Description Exists	Reporting Change from Different Division
N	J	R
New Position Job Description Does Not Exist	Job Study on Existing Position	Alignment Change within same Division
** Funding from sources other than General Funds		
Funding **		
C Capital	FS Food Service	Gr Grants
G General	R Referendum	

COMMUNICATIONS & LEGISLATIVE AFFAIRS

THE SCHOOL BOARD OF BROWARD
COUNTY, FLORIDA



THE SCHOOL BOARD OF BROWARD COUNTY, FL
2024-2025 **PROPOSED ORGANIZATIONAL CHART**



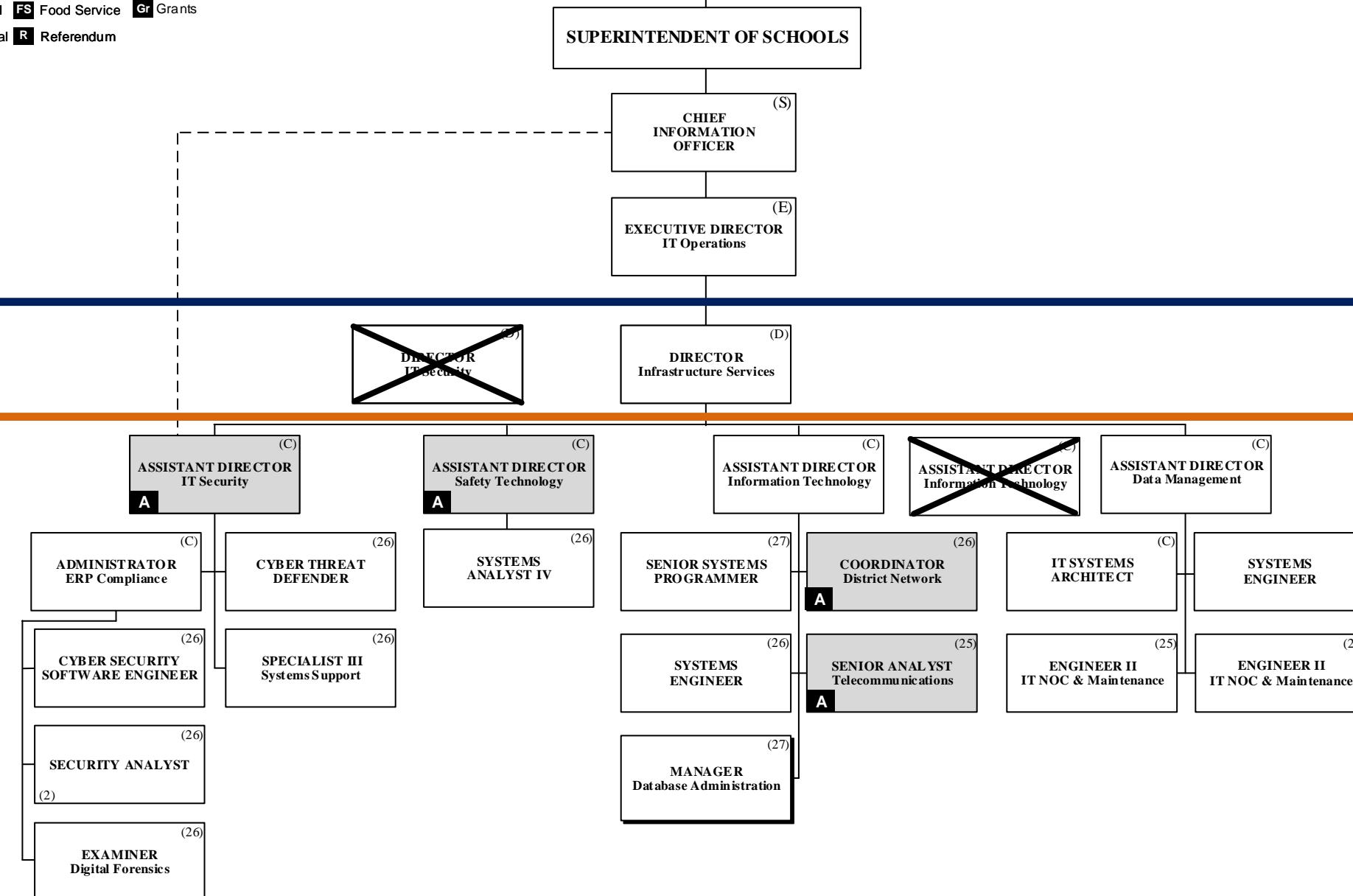
Title Change/ Title Change	New Position Job Description Exists	Reporting Change from Different Division
N	J	R
New Position Job Description Does Not Exist	Job Study on Existing Position	Alignment Change within same Division
** Funding from sources other than General Funds		
Funding ** C Capital FS Food Service Gr Grants G General R Referendum		

INFORMATION TECHNOLOGY

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA



THE SCHOOL BOARD OF BROWARD COUNTY, FL 2024-2025 PROPOSED ORGANIZATIONAL CHART



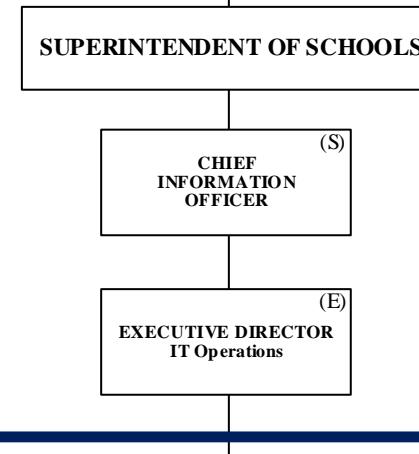
Title Change/ Title Change	New Position Job Description Exists	Reporting Change from Different Division
N	J	R
New Position Job Description Does Not Exist	Job Study on Existing Position	Alignment Change within same Division
Funding**		
C Capital FS Food Service Gr Grants G General R Referendum		

INFORMATION TECHNOLOGY

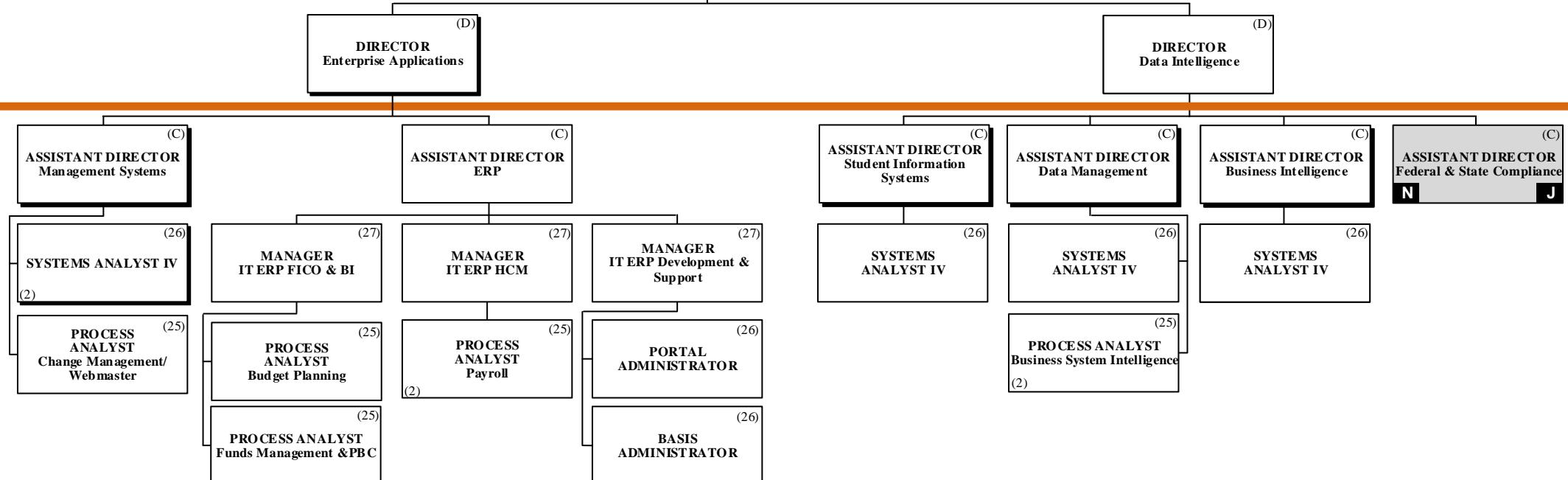
THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA



THE SCHOOL BOARD OF BROWARD COUNTY, FL 2024-2025 **PROPOSED ORGANIZATIONAL CHART**



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



Title Change/ Title Change	New Position Job Description Exists	Reporting Change from Different Division
N	R	
New Position Job Description Does Not Exist	Job Study on Existing Position	Alignment Change within same Division
Funding**		
C Capital	FS Food Service	Gr Grants
G General	R Referendum	

** Funding from
sources other than
General Funds

Funding**

C Capital FS Food Service Gr Grants
G General R Referendum

INFORMATION TECHNOLOGY

THE SCHOOL BOARD OF BROWARD
COUNTY, FLORIDA



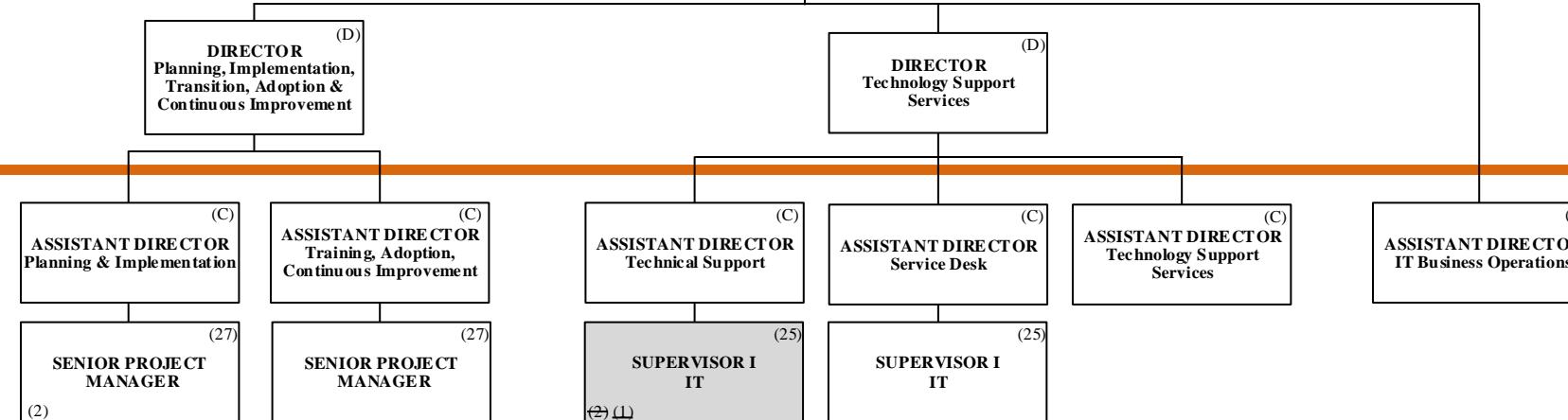
THE SCHOOL BOARD OF BROWARD COUNTY, FL
2024-2025 **PROPOSED ORGANIZATIONAL CHART**

SUPERINTENDENT OF SCHOOLS

(S)
CHIEF
INFORMATION
OFFICER

(E)
EXECUTIVE DIRECTOR
IT Services

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



PAY BAND 'D'

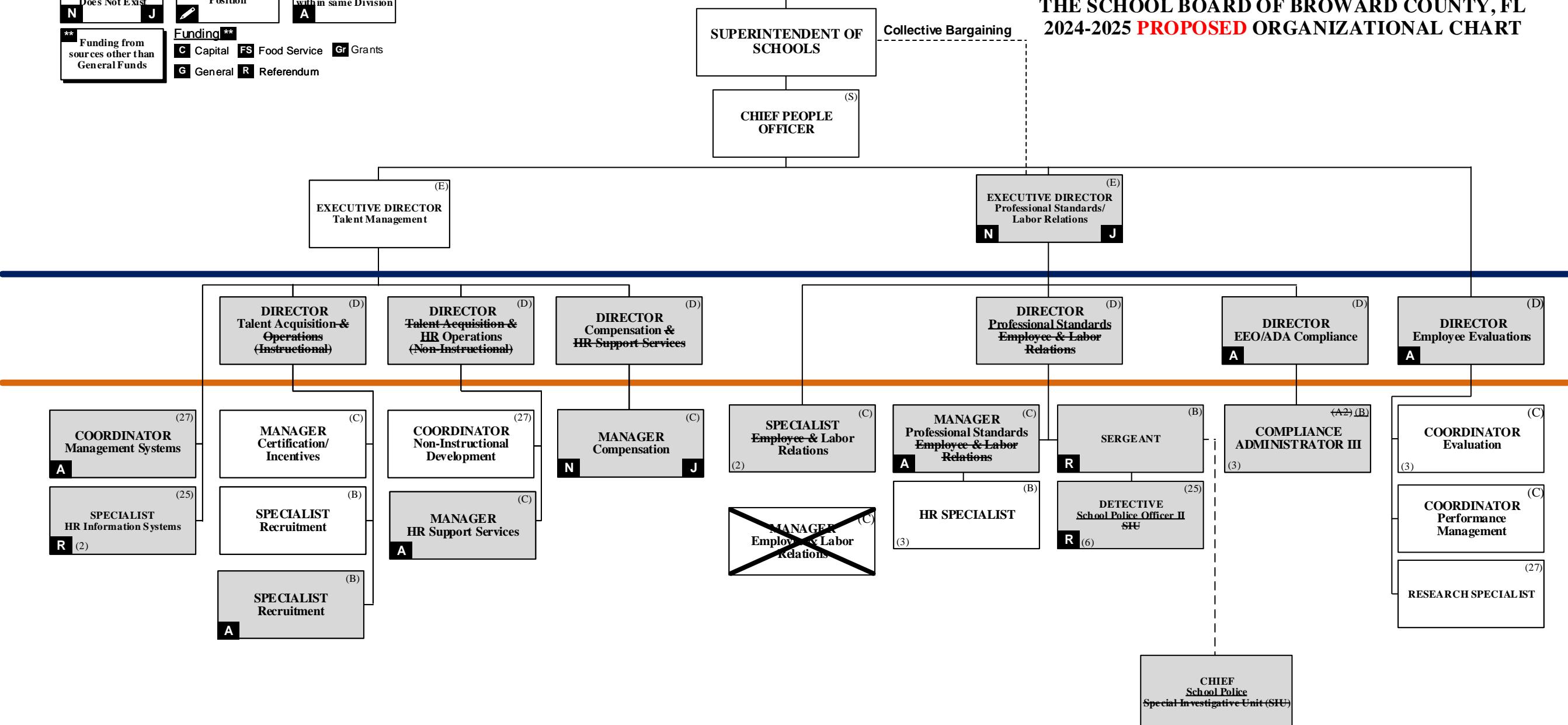
PAY BANDS 'C' & 'B'
PAY GRADES 25-28



HUMAN RESOURCES

Title Change/ Title Change	New Position Job Description Exists	Reporting Change from Different Division
New Position Job Description Does Not Exist	Job Study on Existing Position	Alignment Change within same Division
N J	A	Funding **
** Funding from sources other than General Funds	C Capital FS Food Service Gr Grants	G General R Referendum

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA



Title Change/ Title Change	New Position Job Description Exists	Reporting Change from Different Division
N	J	R
New Position Job Description Does Not Exist	Job Study on Existing Position	Alignment Change within same Division
** Funding from sources other than General Funds		
Funding ** C Capital FS Food Service Gr Grants G General R Referendum		

FINANCE AFRD/Budget/Treasurer/Payroll



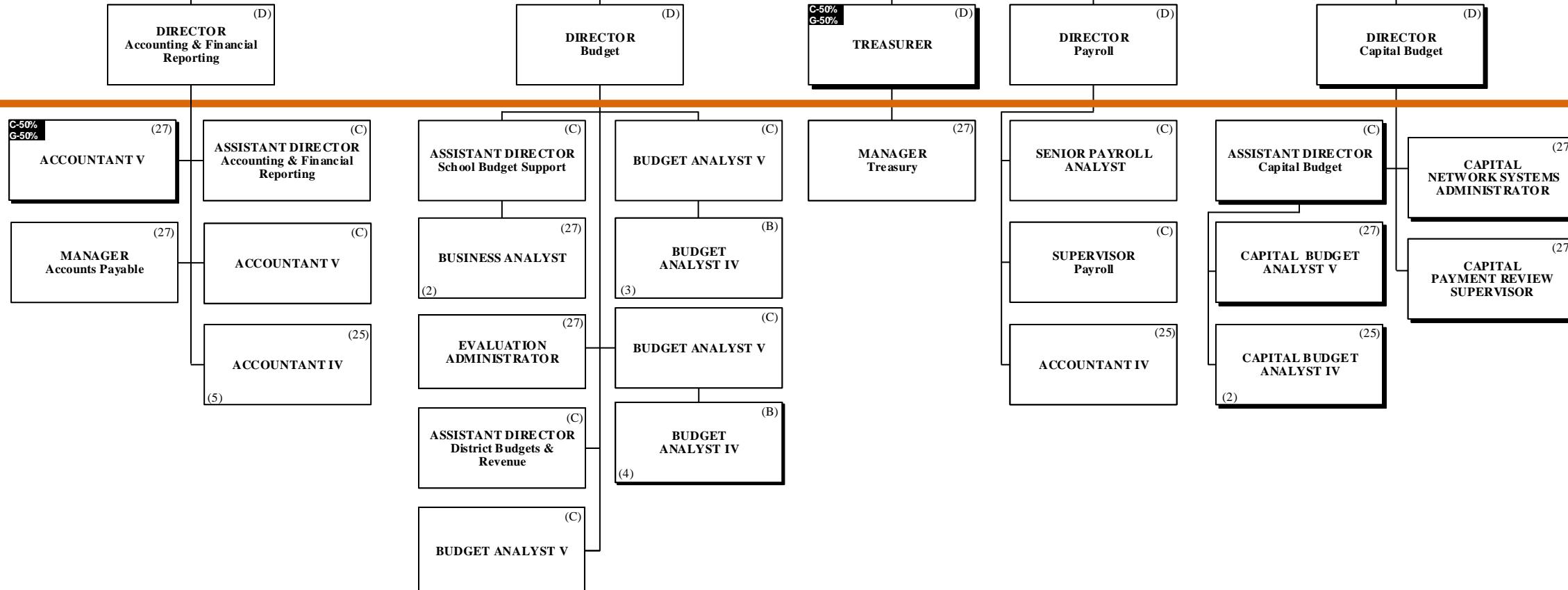
THE SCHOOL BOARD OF BROWARD COUNTY, FL 2024-2025 PROPOSED ORGANIZATIONAL CHART

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

SUPERINTENDENT OF SCHOOLS

C-20%
G-80% **CHIEF FINANCIAL (S)**
OFFICER
ASSOCIATE
SUPERINTENDENT
Finance
A

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



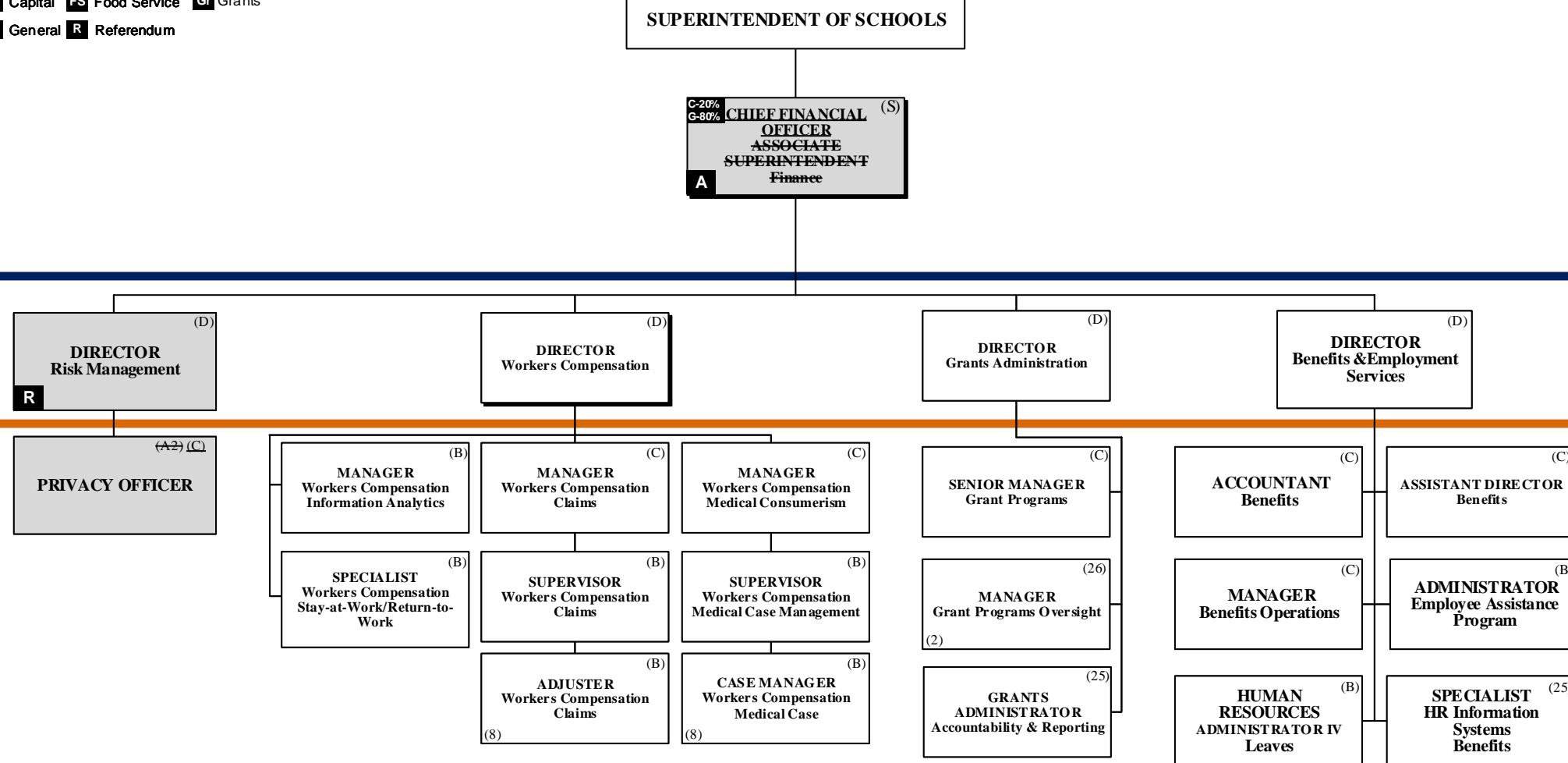
Title Change/ Title Change	New Position Job Description Exists	Reporting Change from Different Division
N	J	R
New Position Job Description Does Not Exist	Job Study on Existing Position	Alignment Change within same Division
Funding**		
C Capital FS Food Service Gr Grants G General R Referendum		
** Funding from sources other than General Funds		

FINANCE Workers' Compensation/Grants Administration

THE SCHOOL BOARD OF BROWARD
COUNTY, FLORIDA



THE SCHOOL BOARD OF BROWARD COUNTY, FL
2024-2025 **PROPOSED ORGANIZATIONAL CHART**



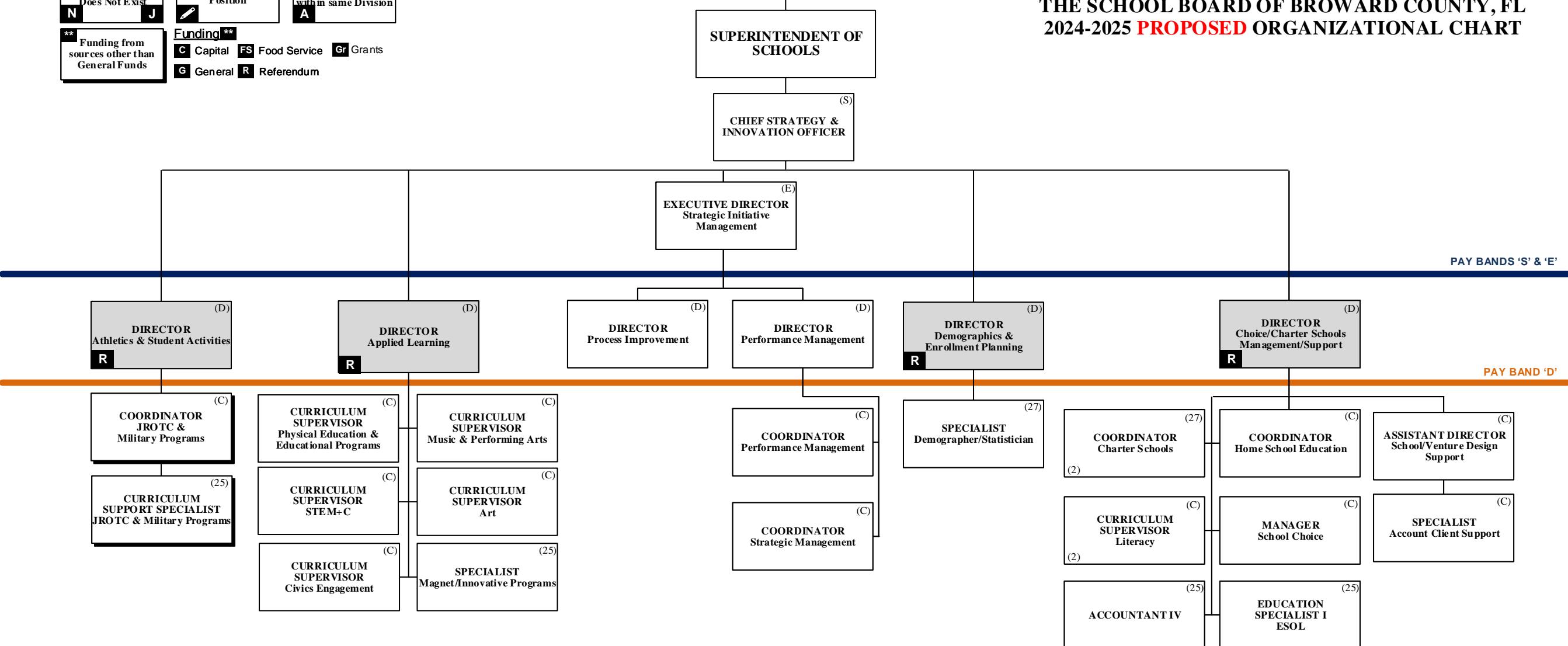
Title Change/ Title Change	New Position Job Description Exists	Reporting Change from Different Division
N	J	R
New Position Job Description Does Not Exist	Job Study on Existing Position	Alignment Change within same Division
** Funding from sources other than General Funds		
Funding ** C Capital FS Food Service Gr Grants G General R Referendum		

STRATEGY & INNOVATION

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA



THE SCHOOL BOARD OF BROWARD COUNTY, FL 2024-2025 PROPOSED ORGANIZATIONAL CHART

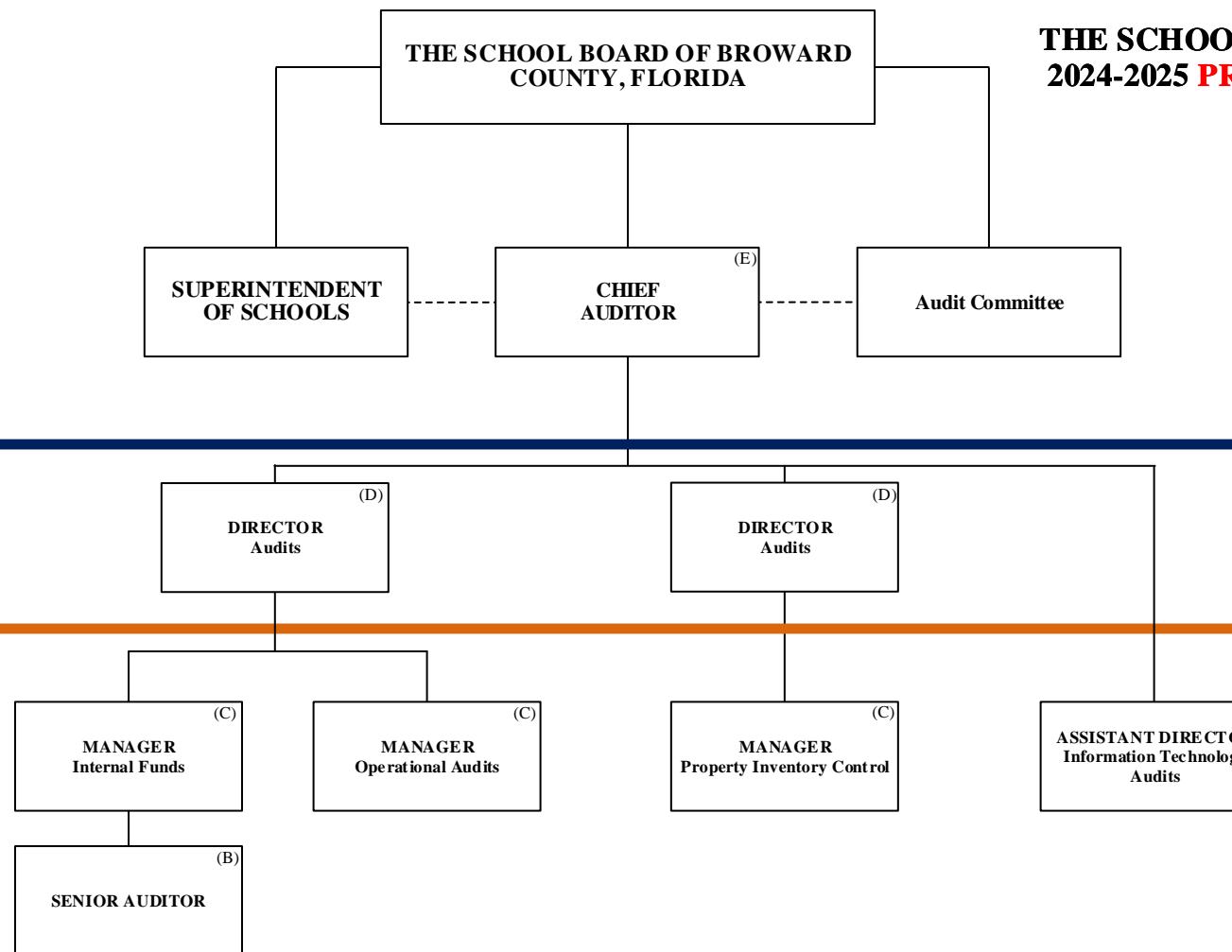


Title Change/ Title Change	New Position Job Description Exists	Reporting Change from Different Division
N		R
New Position Job Description Does Not Exist	Job Study on Existing Position	Alignment Change within same Division
N J		
A		
Funding**		
C Capital FS Food Service Gr Grants		
G General R Referendum		
** Funding from sources other than General Funds		

AUDITOR



THE SCHOOL BOARD OF BROWARD COUNTY, FL 2024-2025 PROPOSED ORGANIZATIONAL CHART

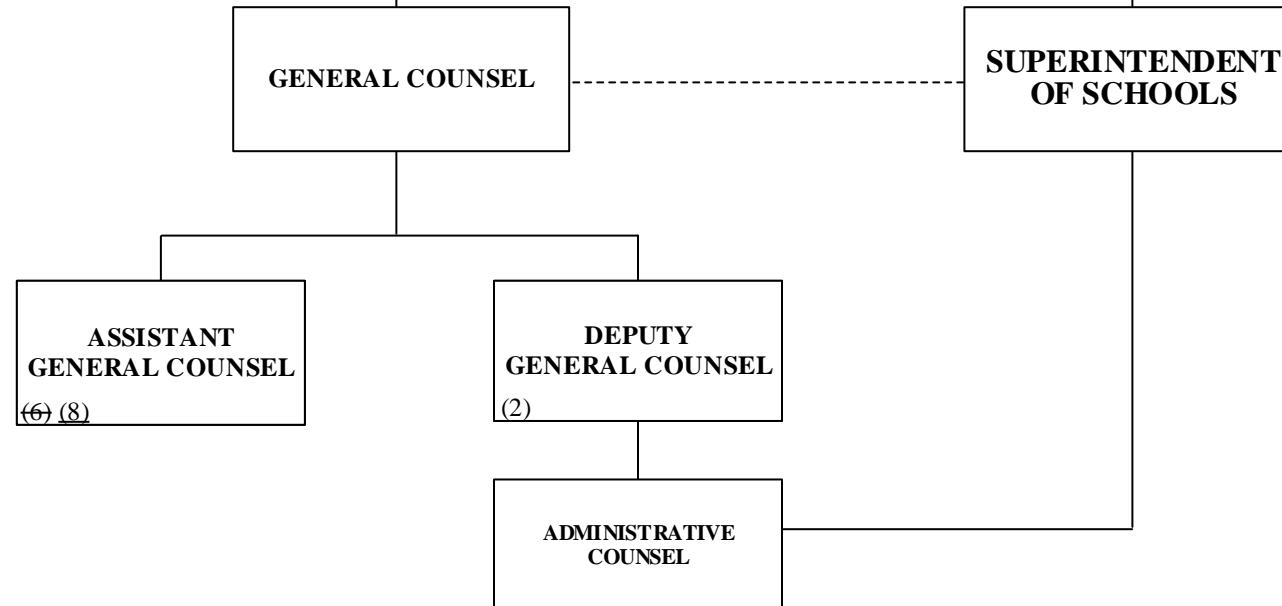


Title Change/ Title Change	New Position Job Description Exists	Reporting Change from Different Division
N	R	
New Position Job Description Does Not Exist	Job Study on Existing Position	Alignment Change within same Division
N	J	A
** Funding from sources other than General Funds		
Funding**		
C Capital	FS Food Service	Gr Grants
G General	R Referendum	

GENERAL COUNSEL

BROWARD COUNTY COMMUNITY

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA



THE SCHOOL BOARD OF BROWARD COUNTY, FL
2024-2025 **PROPOSED** ORGANIZATIONAL CHART

DRAFT

School Board of Broward County
Analysis of Added, Eliminated, Modified Positions
Recommended Organizational Chart 2024-2025

Summary: All 2024-25 Org Changes	
Position Additions & Upgrades	\$2,596,707
Position Deletions & Downgrades	\$3,195,081
Total Net to Budget	(\$598,374)

Funding Source Summary	
General Fund	(\$1,196,225)
FS/Capital/Grant	\$597,851
Total Fund Need	(\$598,374)

Position Change Summary	
<i>Additions</i>	<i>Deletions</i>
17	19
<i>below line</i>	<i>4</i>

Positions Added	Page	Pay Band/ Grade	Funding Source	Position Cost w/Fringe ⁽¹⁾	Positions Eliminated or Downgraded	Page	Pay Band/ Grade	Funding Source	Position Cost w/Fringe ^(1, 2)	Comments
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SUPERINTENDENT

Chief Operations Officer Request: Add position (1)	2	S	GF/C (50/50)	\$216,910	Deputy Superintendent Finance & Operations Request: Eliminate position (1)	2	T	GF	\$285,808	
					Deputy Superintendent Chief of Staff Request: Eliminate position (1)	2	T	GF	\$291,923	
					Chief Facilities Officer Request: Eliminate position (1)	2	S	C	\$216,910	

Sum Total - Position Add	\$216,910
Sum Total - Position Eliminate	\$794,641
Total Net to Budget	(\$577,731)

School Board of Broward County
Analysis of Added, Eliminated, Modified Positions
Recommended Organizational Chart 2024-2025

Summary: All 2024-25 Org Changes	
Position Additions & Upgrades	\$2,596,707
Position Deletions & Downgrades	\$3,195,081
Total Net to Budget	(\$598,374)

Funding Source Summary	
General Fund	(\$1,196,225)
FS/Capital/Grant	\$597,851
Total Fund Need	(\$598,374)

Position Change Summary	
<i>Additions</i>	<i>Deletions</i>
17	19

above line

<i>below line</i>	4
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Positions Added	Page	Pay Band/ Grade	Funding Source	Position Cost w/Fringe ⁽¹⁾	Positions Eliminated or Downgraded	Page	Pay Band/ Grade	Funding Source	Position Cost w/Fringe ^(1, 2)	Comments

TEACHING & LEARNING

					Assistant Director Administration Request: Eliminate position (1)	4	C	GF	\$137,875	
--	--	--	--	--	--	---	---	----	-----------	--

Sum Total - Position Add	\$0
Sum Total - Position Eliminate	\$137,875
Total Net to Budget	(\$137,875)

School Board of Broward County
Analysis of Added, Eliminated, Modified Positions
Recommended Organizational Chart 2024-2025

Summary: All 2024-25 Org Changes	
Position Additions & Upgrades	\$2,596,707
Position Deletions & Downgrades	\$3,195,081
Total Net to Budget	(\$598,374)

Funding Source Summary	
General Fund	(\$1,196,225)
FS/Capital/Grant	\$597,851
Total Fund Need	(\$598,374)

Position Change Summary	
<i>Additions</i>	<i>Deletions</i>
17	19
<i>below line</i>	
	4

Positions Added	Page	Pay Band/ Grade	Funding Source	Position Cost w/Fringe ⁽¹⁾	Positions Eliminated or Downgraded	Page	Pay Band/ Grade	Funding Source	Position Cost w/Fringe ^(1, 2)	Comments
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ACADEMICS

Supervisor MTSS Request: Add headcount (2)	5	C	GR	\$275,750						
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Sum Total - Position Add	\$275,750
Sum Total - Position Eliminate	\$0
Total Net to Budget	\$275,750

School Board of Broward County
Analysis of Added, Eliminated, Modified Positions
Recommended Organizational Chart 2024-2025

Summary: All 2024-25 Org Changes	
Position Additions & Upgrades	\$2,596,707
Position Deletions & Downgrades	\$3,195,081
Total Net to Budget	(\$598,374)

Funding Source Summary	
General Fund	(\$1,196,225)
FS/Capital/Grant	\$597,851
Total Fund Need	(\$598,374)

Position Change Summary	
<i>Additions</i>	<i>Deletions</i>
17	19
<i>below line</i>	<i>above line</i>
	4

Positions Added	Page	Pay Band/ Grade	Funding Source	Position Cost w/Fringe ⁽¹⁾	Positions Eliminated or Downgraded	Page	Pay Band/ Grade	Funding Source	Position Cost w/Fringe ^(1, 2)	Comments

EXCEPTIONAL STUDENT EDUCATION

Assistant Director, Exceptional Student Education Request: Create new position Add headcount (1)	6	C	GR	\$137,875						
Curriculum Supervisor, Exceptional Student Education (ESE) Private Schools Request: Create new position Add headcount (1)	6	C	GR	\$137,875						
Curriculum Supervisor, Exceptional Student Education (ESE) Request: Add headcount (1)	6	C	GR	\$137,875						

Sum Total - Position Add	\$413,625
Sum Total - Position Eliminate	\$0
Total Net to Budget	\$413,625

School Board of Broward County
Analysis of Added, Eliminated, Modified Positions
Recommended Organizational Chart 2024-2025

Summary: All 2024-25 Org Changes	
Position Additions & Upgrades	\$2,596,707
Position Deletions & Downgrades	\$3,195,081
Total Net to Budget	(\$598,374)

Funding Source Summary	
General Fund	(\$1,196,225)
FS/Capital/Grant	\$597,851
Total Fund Need	(\$598,374)

Position Change Summary	
<i>Additions</i>	<i>Deletions</i>
17	19

above line

<i>below line</i>	4
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Positions Added	Page	Pay Band/ Grade	Funding Source	Position Cost w/Fringe ⁽¹⁾	Positions Eliminated or Downgraded	Page	Pay Band/ Grade	Funding Source	Position Cost w/Fringe ^(1, 2)	Comments

STUDENT SERVICES

Assistant Director, Student Support Initiatives Request: Create new position Add headcount (1)	8	C	State Allocation	\$137,875						
---	---	---	------------------	-----------	--	--	--	--	--	--

Sum Total - Position Add	\$137,875
Sum Total - Position Eliminate	\$0
Total Net to Budget	\$137,875

School Board of Broward County
Analysis of Added, Eliminated, Modified Positions
Recommended Organizational Chart 2024-2025

Summary: All 2024-25 Org Changes	
Position Additions & Upgrades	\$2,596,707
Position Deletions & Downgrades	\$3,195,081
Total Net to Budget	(\$598,374)

Funding Source Summary	
General Fund	(\$1,196,225)
FS/Capital/Grant	\$597,851
Total Fund Need	(\$598,374)

Position Change Summary	
<i>Additions</i>	<i>Deletions</i>
17	19

above line

<i>below line</i>	4
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Positions Added	Page	Pay Band/ Grade	Funding Source	Position Cost w/Fringe ⁽¹⁾	Positions Eliminated or Downgraded	Page	Pay Band/ Grade	Funding Source	Position Cost w/Fringe ^(1, 2)	Comments
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SAFETY & SECURITY

Assistant Director, Safety & Security Operations Request: Create new position Add headcount (1)	9	C	GF	\$137,875	Personnel Administrator Request: Eliminate position (1)	9	B	GF	\$121,820	
Coordinator Safety Compliance Request: Add headcount (1)	9	B	GF	\$121,820	Senior Data Analyst Request: Eliminate position (1)	9	27	GF	\$136,037	
Senior Plans Examiner/Inspector Fire Request: Create new position Add headcount (1)	9	26	C	\$124,317	Coordinator School Safety Request: Eliminate position (1)	9	25	GF	\$113,687	
					Plans Examiner Inspector Fire Request: Eliminate position (1)	9	25	C	\$116,573	
					Detective, SIU Request: Eliminate position (2)	9	25	GF	\$233,146	
					Lieutenant Request: Eliminate position (1)	9	C	GF	\$137,875	

Sum Total - Position Add	\$384,012
Sum Total - Position Eliminate	\$859,137
Total Net to Budget	(\$475,125)

School Board of Broward County
Analysis of Added, Eliminated, Modified Positions
Recommended Organizational Chart 2024-2025

Summary: All 2024-25 Org Changes	
Position Additions & Upgrades	\$2,596,707
Position Deletions & Downgrades	\$3,195,081
Total Net to Budget	(\$598,374)

Funding Source Summary	
General Fund	(\$1,196,225)
FS/Capital/Grant	\$597,851
Total Fund Need	(\$598,374)

Position Change Summary	
<i>Additions</i>	<i>Deletions</i>
17	19
<i>below line</i>	<i>4</i>

Positions Added	Page	Pay Band/ Grade	Funding Source	Position Cost w/Fringe ⁽¹⁾	Positions Eliminated or Downgraded	Page	Pay Band/ Grade	Funding Source	Position Cost w/Fringe ^(1, 2)	Comments
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FOOD SERVICE/TRANSPORTATION/ OPERATIONS

Director Food & Nutrition Services Request: Create new position Add headcount (1)	10	D	FS	\$163,117	Non-Chart Position- Supervisor Operations Request: Eliminate Position (1)	N/A	24	GF	\$128,243	
Manager Transportation Operations Request: Create new position Add headcount (1)	10	C	GF	\$137,875	Non-Chart Position- Clerk Spec II Request: Eliminate position (1)	NA	13	GF	\$57,048	
Assistant Director Business Support Center Request: Create new position Add headcount (1)	10	C	GF	\$137,875	Business Analyst Request: Eliminate position (1)	10	25	GF	\$116,888	

Sum Total - Position Add	\$438,867
Sum Total - Position Eliminate	\$302,179
Total Net to Budget	\$136,688

School Board of Broward County
Analysis of Added, Eliminated, Modified Positions
Recommended Organizational Chart 2024-2025

Summary: All 2024-25 Org Changes	
Position Additions & Upgrades	\$2,596,707
Position Deletions & Downgrades	\$3,195,081
Total Net to Budget	(\$598,374)

Funding Source Summary	
General Fund	(\$1,196,225)
FS/Capital/Grant	\$597,851
Total Fund Need	(\$598,374)

Position Change Summary	
<i>Additions</i>	<i>Deletions</i>
17	19

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Positions Added	Page	Pay Band/ Grade	Funding Source	Position Cost w/Fringe ⁽¹⁾	Positions Eliminated or Downgraded	Page	Pay Band/ Grade	Funding Source	Position Cost w/Fringe ^(1, 2)	Comments
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CAPITAL PROGRAMS/PHYSICAL PLANT OPERATIONS

Coordinator Warranty/Asset Request: Create new position Add headcount (1)	11	B	C	\$121,820	Manager Architectural Engineering Request: Eliminate position (1)	11	C	C	\$137,875	
					Manager Construction Request: Eliminate position (1)	11	C	C	\$137,875	

Sum Total - Position Add	\$121,820
Sum Total - Position Eliminate	\$275,750
Total Net to Budget	(\$153,931)

School Board of Broward County
Analysis of Added, Eliminated, Modified Positions
Recommended Organizational Chart 2024-2025

Summary: All 2024-25 Org Changes	
Position Additions & Upgrades	\$2,596,707
Position Deletions & Downgrades	\$3,195,081
Total Net to Budget	(\$598,374)

Funding Source Summary	
General Fund	(\$1,196,225)
FS/Capital/Grant	\$597,851
Total Fund Need	(\$598,374)

Position Change Summary	
<i>Additions</i>	<i>Deletions</i>
17	19

above line

<i>below line</i>	
	4

Positions Added	Page	Pay Band/ Grade	Funding Source	Position Cost w/Fringe ⁽¹⁾	Positions Eliminated or Downgraded	Page	Pay Band/ Grade	Funding Source	Position Cost w/Fringe ^(1, 2)	Comments
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COMMUNICATIONS & LEGISLATIVE AFFAIRS

Director Strategic Partnerships Request: Create new position Add headcount (1)	13	D	GF	\$163,117	Manager II Engineering Request: Eliminate position (1)	13	26	GF	\$124,317	
					Non-Chart Position- Specialist Social Media Request: Eliminate Position (1)	N/A	22	GF	\$85,309	

Sum Total - Position Add	\$163,117
Sum Total - Position Eliminate	\$209,626
Total Net to Budget	(\$46,510)

School Board of Broward County
Analysis of Added, Eliminated, Modified Positions
Recommended Organizational Chart 2024-2025

Summary: All 2024-25 Org Changes	
Position Additions & Upgrades	\$2,596,707
Position Deletions & Downgrades	\$3,195,081
Total Net to Budget	(\$598,374)

Funding Source Summary	
General Fund	(\$1,196,225)
FS/Capital/Grant	\$597,851
Total Fund Need	(\$598,374)

Position Change Summary	
<i>Additions</i>	<i>Deletions</i>
17	19
<i>below line</i>	<i>above line</i>
	4

Positions Added	Page	Pay Band/ Grade	Funding Source	Position Cost w/Fringe ⁽¹⁾	Positions Eliminated or Downgraded	Page	Pay Band/ Grade	Funding Source	Position Cost w/Fringe ^(1, 2)	Comments
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INFORMATION TECHNOLOGY

Assistant Director Federal & State Compliance Request: Create new position Add headcount (1)	15	C	GF	\$137,875	Director IT Security Request: Eliminate position (1)	14	D	GF	\$163,117	
					Assistant Director Information Technology Request: Eliminate position (1)	14	C	GF	\$137,875	
					Supervisor I IT Request: Eliminate position (1)	16	25	GF	\$116,573	

Sum Total - Position Add	\$137,875
Sum Total - Position Eliminate	\$417,565
Total Net to Budget	(\$279,690)

School Board of Broward County
Analysis of Added, Eliminated, Modified Positions
Recommended Organizational Chart 2024-2025

Summary: All 2024-25 Org Changes	
Position Additions & Upgrades	\$2,596,707
Position Deletions & Downgrades	\$3,195,081
Total Net to Budget	(\$598,374)

Funding Source Summary	
General Fund	(\$1,196,225)
FS/Capital/Grant	\$597,851
Total Fund Need	(\$598,374)

Position Change Summary	
<i>Additions</i>	<i>Deletions</i>
17	19
<i>below line</i>	<i>above line</i>
	4

Positions Added	Page	Pay Band/ Grade	Funding Source	Position Cost w/Fringe ⁽¹⁾	Positions Eliminated or Downgraded	Page	Pay Band/ Grade	Funding Source	Position Cost w/Fringe ^(1, 2)	Comments
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HUMAN RESOURCES

Executive Director Professional Standards/Labor Relations Request: Create new position Add headcount (1)	17	E	GF	\$190,251	Manager Labor Relations Request: Eliminate position (1)	17	C	GF	\$137,875	
Compensation Analyst to Manager Compensation Request: Upgrade (1 position) Band A2 to C	17	C	GF	\$8,517	Non-Chart Position- Data Entry Operator I Request: Eliminate Position (1)	N/A	14	GF	\$60,432	
Compliance Administrator III Request: Upgrade (3 positions) Band A2 to B	17	B	GF	\$94,917						

Sum Total - Position Add	\$293,685
Sum Total - Position Eliminate	\$198,307
Total Net to Budget	\$95,378

School Board of Broward County
Analysis of Added, Eliminated, Modified Positions
Recommended Organizational Chart 2024-2025

Summary: All 2024-25 Org Changes	
Position Additions & Upgrades	\$2,596,707
Position Deletions & Downgrades	\$3,195,081
Total Net to Budget	(\$598,374)

Funding Source Summary	
General Fund	(\$1,196,225)
FS/Capital/Grant	\$597,851
Total Fund Need	(\$598,374)

Position Change Summary	
<i>Additions</i>	<i>Deletions</i>
17	19

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Positions Added	Page	Pay Band/ Grade	Funding Source	Position Cost w/Fringe ⁽¹⁾	Positions Eliminated or Downgraded	Page	Pay Band/ Grade	Funding Source	Position Cost w/Fringe ^(1, 2)	Comments

FINANCE

Privacy Officer Request: Request: Upgrade (1 position) Band A2 to B	19	B	GF	\$13,170						
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Sum Total - Position Add	\$13,170
Sum Total - Position Eliminate	\$0
Total Net to Budget	\$13,170

Notes

- 1) Cost estimates calculated using the salary range midpoint value, the 23-24 fixed fringe amount of \$10,633 and the variable fringe percentage of 22.30%.
- 2) For BTU-TSP, the value associated with step 7 on the structure (the middle value of the step progression) was used as the midpoint value.