

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

TUESDAY, APRIL 21, 2026 1:05 PM  
Kathleen C. Wright Building  
600 Southeast Third Avenue, Board Room  
Fort Lauderdale, Florida 33301  
- PART II

AGENDA FOR BOARD WORKSHOP

BOARD WORKSHOP CAN BE VIEWED VIA LIVE STREAM OVER THE INTERNET ON THE DISTRICT'S WEBSITE ([www.browardschools.com](http://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 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 3<sup>rd</sup> Avenue parking lot on all School Board meeting dates.

**TOPICS**

**1. 9:00 A.M. - 12:00 P.M. – Proposed 26/27 Organizational Chart  
REVISED**

[Executive Summary.pdf](#)

[2026-27 Proposed Org Chart.pdf](#)

[Combined Summary and Detail Position Reductions by Group.pdf](#)

[Executive Summary - REVISED.pdf](#)

[2026-27 Proposed Org Chart - REVISED.pdf](#)

[Board Presentation - ADDED.pdf](#)

[FY27 Summary of Org Chart Changes - ADDED.pdf](#)

[Academic and Regional Alignment - ADDED.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](mailto: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](mailto:eeo@browardschools.com). Language Interpretation/Translation Services are available for the public upon request to the Bilingual/ESOL Department by emailing [ESOLRequests@browardschools.com](mailto: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.



## **Executive Summary**

### **2026–2027 Broward County Public Schools Organizational Chart**

Broward County Public Schools (BCPS) is proposing a Districtwide organizational realignment for the 2026–2027 school year in response to sustained declines in student enrollment and the resulting reduction in revenue. These necessary adjustments are designed to align staffing levels with current enrollment, ensure long-term financial stability, and preserve the District's ability to deliver high-quality instruction and essential services.

The proposed 2026–2027 Organizational Chart reflects a strategic effort to streamline operations, strengthen leadership alignment, and better focus resources on District priorities. The restructuring includes the consolidation and elimination of select administrative and director-level positions, reduces duplication of functions, and realigns responsibilities to improve coordination, accountability, and data-informed decision-making. New and repurposed roles across Academics, Operations, Communications, Data Analytics, Human Resources, Student Services, Safety & Security, and Finance support a more unified, efficient, and operating model. These changes are expected to produce meaningful cost savings while ensuring that direct instructional services and essential school-based supports remain protected.

As part of the fiscal year 2027 restructuring, 856 positions are proposed to be delimited. This total includes 300 occupied positions, 159 vacant positions resulting from attrition and the current hiring freeze, and 53 support positions associated with school repurposing. In addition, funding for 344 positions was absorbed prior to July 1, 2026, further streamlining staffing allocations ahead of the new fiscal year. The proposed organizational chart and below the line reductions will result in approximately \$45 million (general and special revenue) in cost savings. Cost savings for fiscal year 2027 will be calculated only on positions that remain funded after July 1, 2026, ensuring a clear and accurate reflection of ongoing efficiencies.

Position reductions to achieve additional cost savings will continue through August 2026, prior to the start of the school year, as the District works to fully align staffing with enrollment and operational needs. A comprehensive review of



unarmed security staffing at both administrative and school sites is currently underway to determine the appropriate staffing levels. Using a new staffing methodology, approximately 200 additional positions are expected to be identified for reduction, primarily through natural attrition. With these adjustments, total Districtwide position reductions will exceed 1,000 roles. Separately, and unrelated to the organizational realignment, projected enrollment declines are expected to require approximately 300 fewer teacher positions for the upcoming school year.

To better support affected employees, BCPS has accelerated the 2026-2027 notification timeline. Notices were issued in mid-April rather than late May or June, providing staff with additional time to plan and access resources before contracts end on June 30, 2026. In partnership with CareerSource Broward, the District is offering virtual Employment Resource Sessions to provide guidance on benefits, re-employment rights, workforce transition services, and career counseling.

Overall, the proposed 2026–2027 Organizational Chart positions BCPS to operate more efficiently, remain fiscally responsible, and sustain essential services while adapting responsibly to changing enrollment and financial conditions.

BCPS remains unwavering in its focus on protecting classrooms, supporting schools, and delivering high-quality educational experiences for every student. Through thoughtful planning, strategic alignment, and continued investment in core priorities, the District is well-positioned to navigate current challenges while sustaining the progress and outcomes our students, families, and community expect and deserve.



**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 Staff .....3**

**Deputy Superintendent (Direct Reports).....4-9**

**Learning Communities.....5**

**Academics.....6-7**

**Student Services.....8-9**

**Safety & Security.....10**

**Operations.....11-12**

**Food & Nutrition/Transportation/Real Estate/Fire.....11**

**Building Code Services/Physical Plant Operations .....12**

**Facilities.....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**

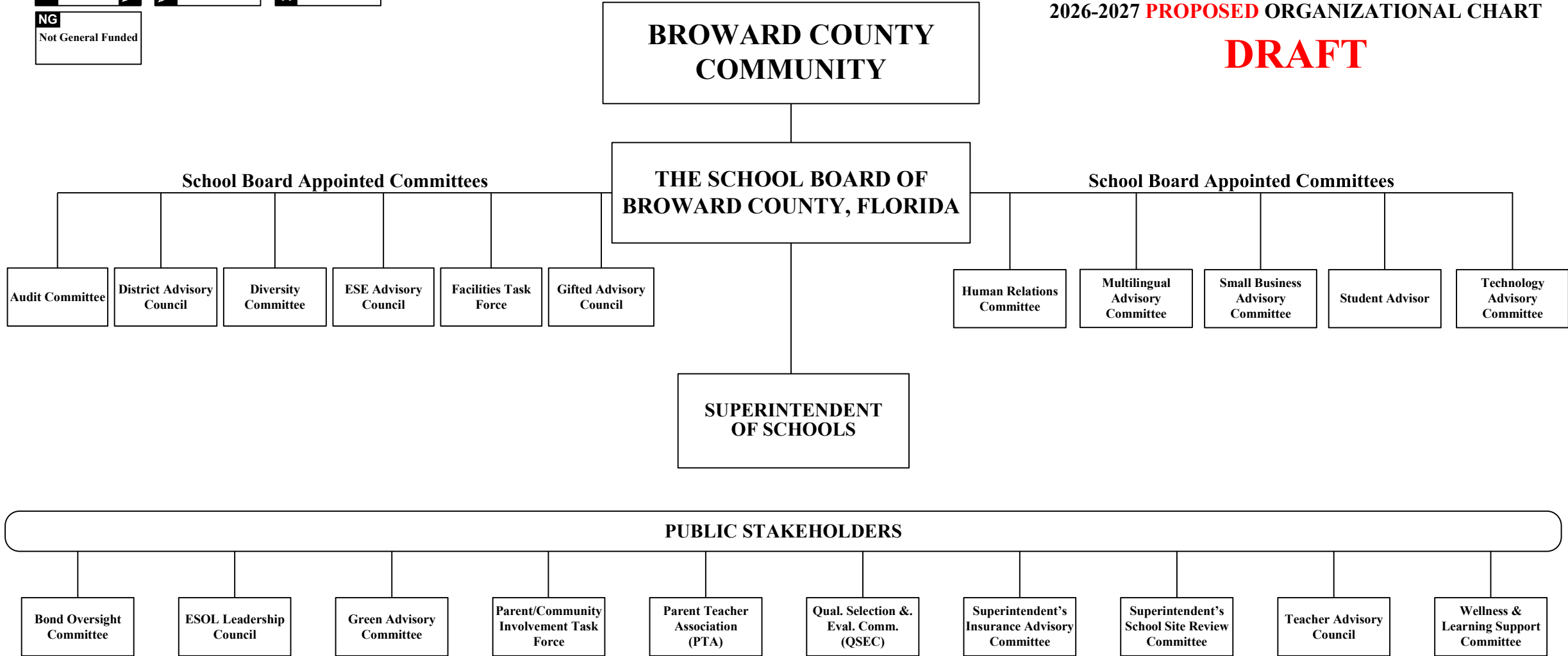
Title-Change/ Title Change	New Position Job Description Exists <b>N</b>	Reporting Change from Different Division <b>R</b>
New Position Job Description Does Not Exist <b>N</b>	Job Study on Existing Position <b>A</b>	Alignment Change within same Division <b>A</b>
<b>NG</b> Not General Funded		

**SCHOOL BOARD APPOINTED COMMITTEES & PUBLIC STAKEHOLDERS**



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

**DRAFT**



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**SUPERINTENDENT**

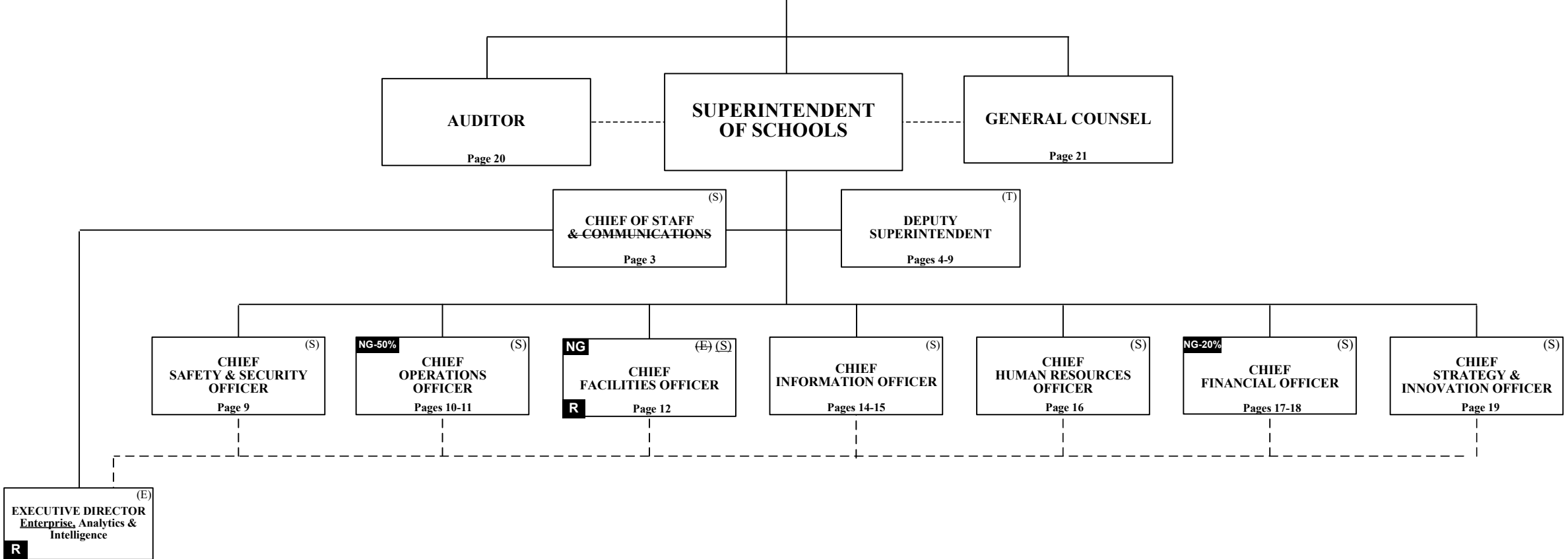
**BROWARD COUNTY  
COMMUNITY**



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

**DRAFT**

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



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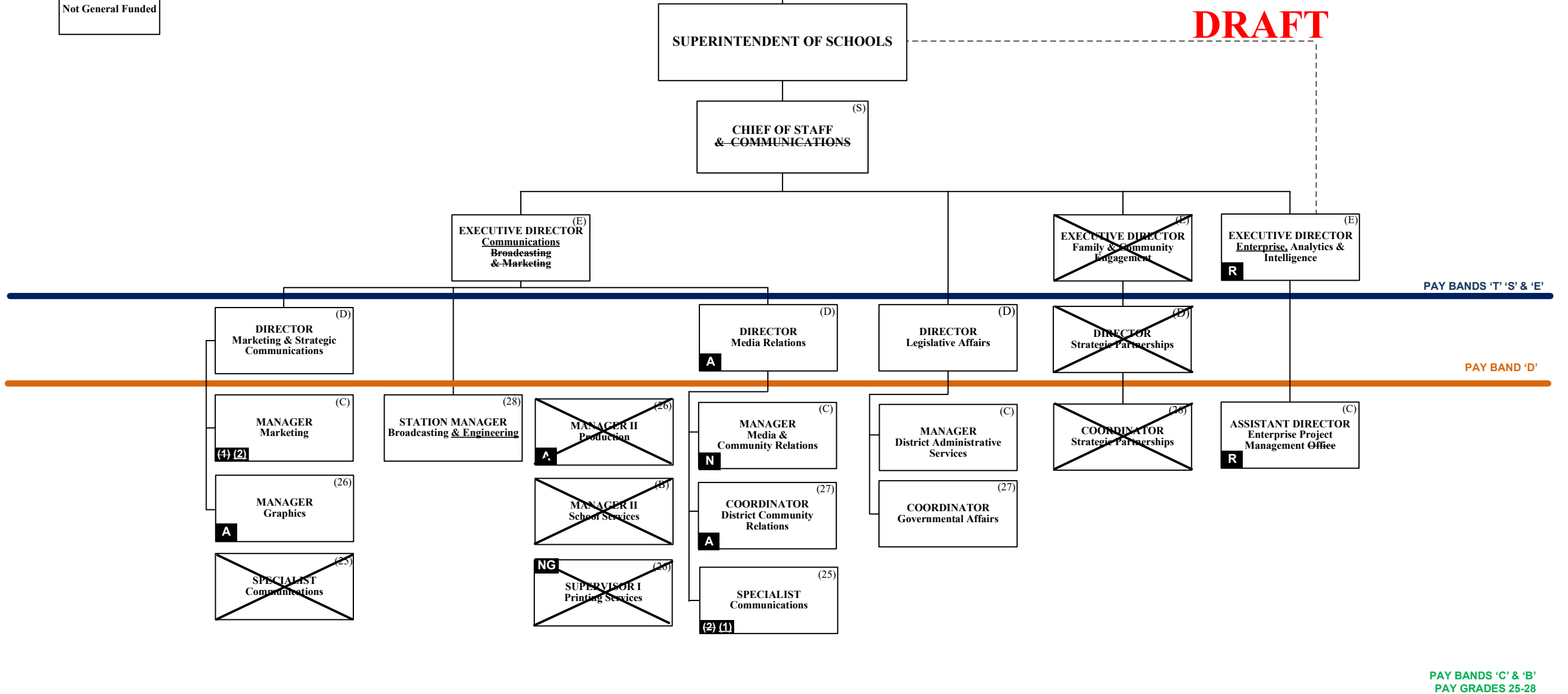


# CHIEF OF STAFF

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

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

**DRAFT**



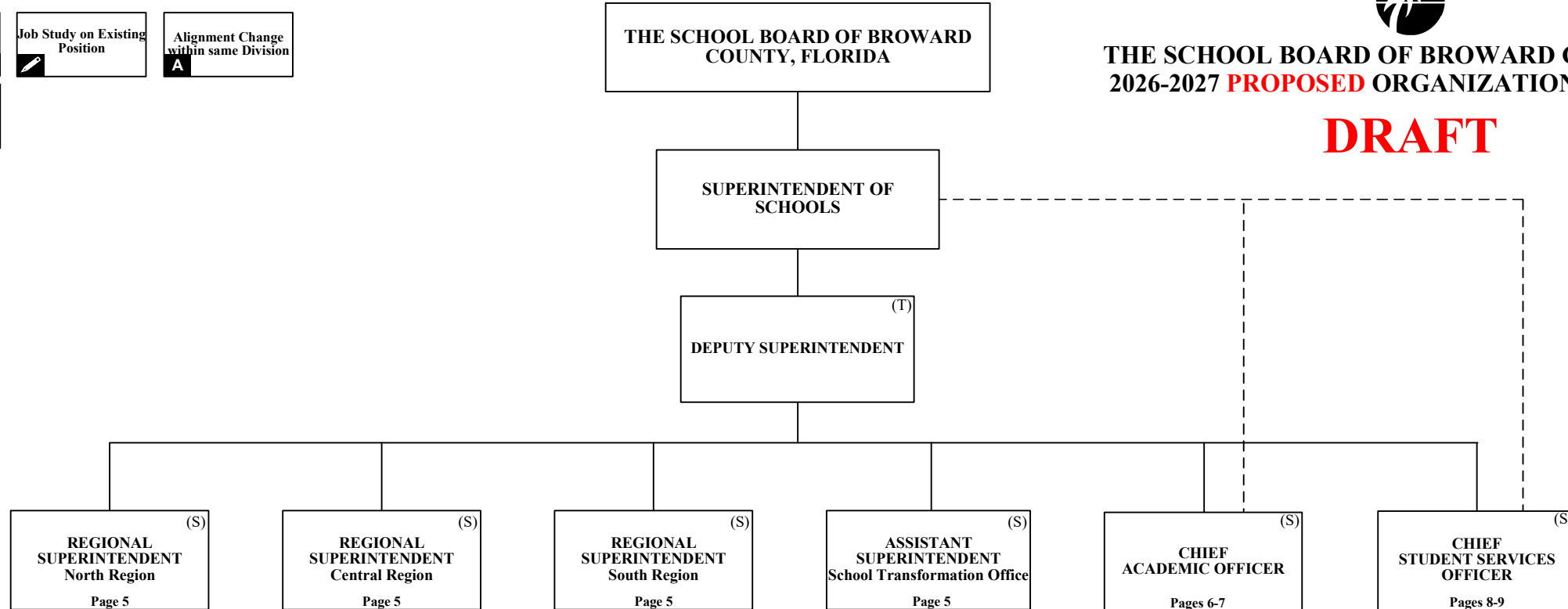
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**DEPUTY SUPERINTENDENT**



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

**DRAFT**



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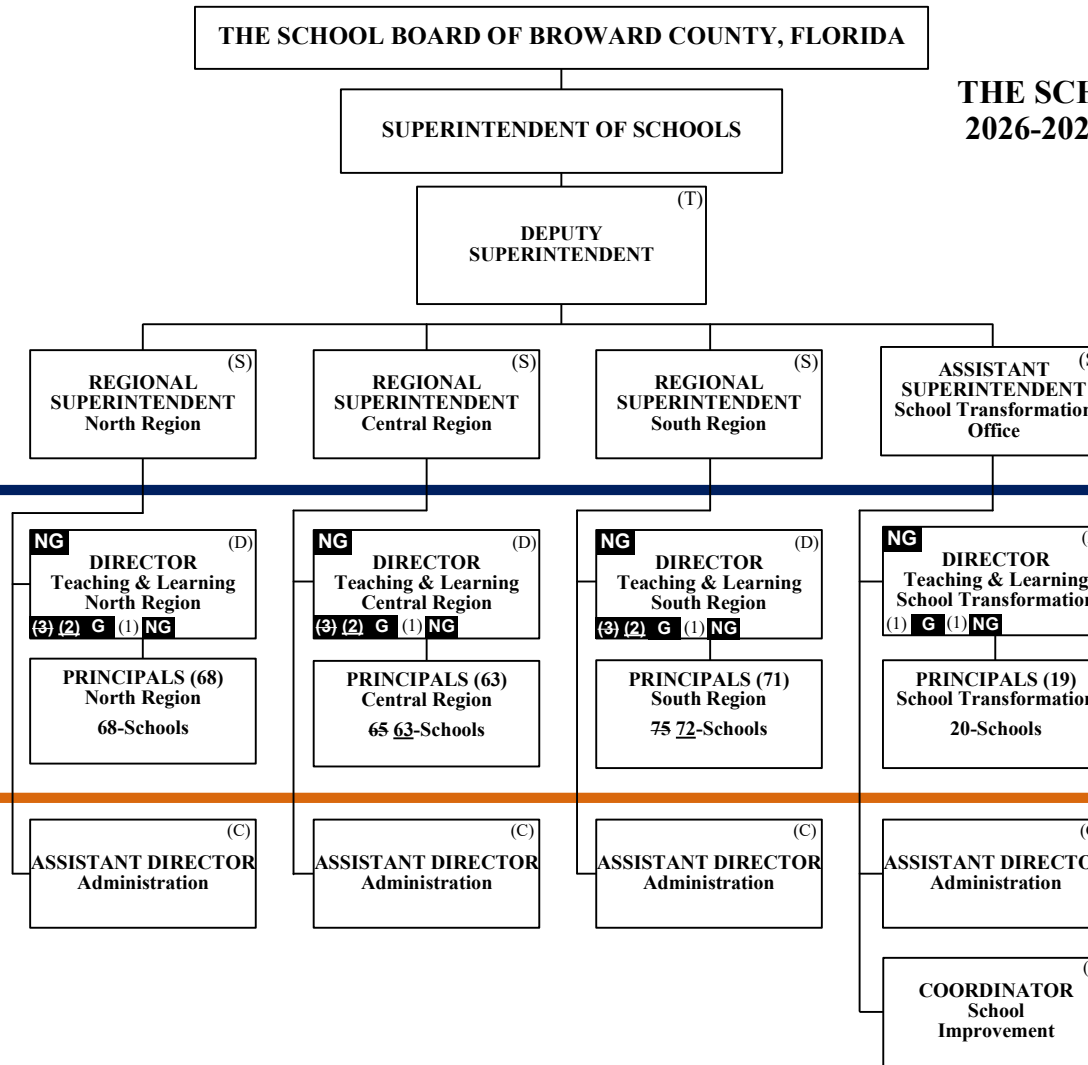
## DEPUTY SUPERINTENDENT Learning Communities



THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

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

**DRAFT**



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

PAY BAND 'D'

PAY BANDS 'C' & 'B'

**DEPUTY SUPERINTENDENT  
ACADEMICS  
Learning/ESOL/CTACE/Development**



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

**DRAFT**

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<b>NG</b> Not General Funded		

THE SCHOOL BOARD OF BROWARD  
COUNTY, FLORIDA

SUPERINTENDENT OF SCHOOLS

DEPUTY  
SUPERINTENDENT (T)

CHIEF  
ACADEMIC OFFICER (S)

~~DIRECTOR  
Innovative Learning (D)~~

~~DIRECTOR  
Professional Learning &  
Development (D)~~

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

DIRECTOR (D)  
Elementary Learning

DIRECTOR (D)  
Secondary Learning

DIRECTOR (D)  
Bilingual/ESOL

DIRECTOR (D)  
Career, Technical, Adult,  
Community Education

DIRECTOR (D)  
Leadership Development  
& Teacher Support

PAY BAND 'D'

CURRICULUM SUPERVISOR (C) Social Writing, Civics Engagement & Interdisciplinary Studies	CURRICULUM SUPERVISOR (C) Language Arts/Literacy (3) (2)	CURRICULUM SUPERVISOR (C) Language Arts/Literacy (2)	CURRICULUM SUPERVISOR (C) Music & Performing Arts <b>A</b>	EDUCATION SPECIALIST I (25) ESOL	NG-73% (C) CURRICULUM SUPERVISOR Bilingual/ESOL	CURRICULUM SUPERVISOR (C) Business Technology	CURRICULUM SUPERVISOR (C) Educational Leadership CTACE (Post Secondary)	NG ASSISTANT DIRECTOR (C) SUPERVISOR Teacher Development & Support <b>A</b> (2) (1)	NG PRINCIPAL COACH (2)
CURRICULUM SUPERVISOR (C) Physical Education & Educational Programs <b>A</b>	NG CURRICULUM SUPERVISOR (C) Math (1) <b>G</b> (1) <b>NG</b>	CURRICULUM SUPERVISOR (C) Math (2)	CURRICULUM SUPERVISOR (C) Art <b>A</b>	EDUCATION SPECIALIST I (25) Dual Language/World Language	CURRICULUM SUPERVISOR (C) World Languages	CURRICULUM SUPERVISOR (C) Health Science	CURRICULUM SUPERVISOR (C) Family & Consumer Science	NG SUPERVISOR (C) Teacher Development & Support Professional Learning & Growth <b>A</b> (2)	NG SUPERVISOR (C) Leadership Development (2)
NG SUPERVISOR (C) MTSS	CURRICULUM SUPERVISOR (C) Science	CURRICULUM SUPERVISOR (C) Science	NG SUPERVISOR (C) MTSS	SPECIALIST (25) Bilingual Outreach Program	NG-50% (C) Gr-50 <del>RESEARCH SPECIALIST</del>	CURRICULUM SUPERVISOR (C) Technical Education/ Agriculture	CURRICULUM SUPERVISOR (C) Vocational Education Industrial	<del>COORDINATOR (C) Teacher Support (2)</del>	COORDINATOR (C) Leadership Development (2)
	CURRICULUM SUPERVISOR (C) Social Studies							<del>RESEARCH SPECIALIST (C)</del>	PROGRAM LEADER (C) Induction <b>A</b>

PAY BANDS 'C' & 'B'

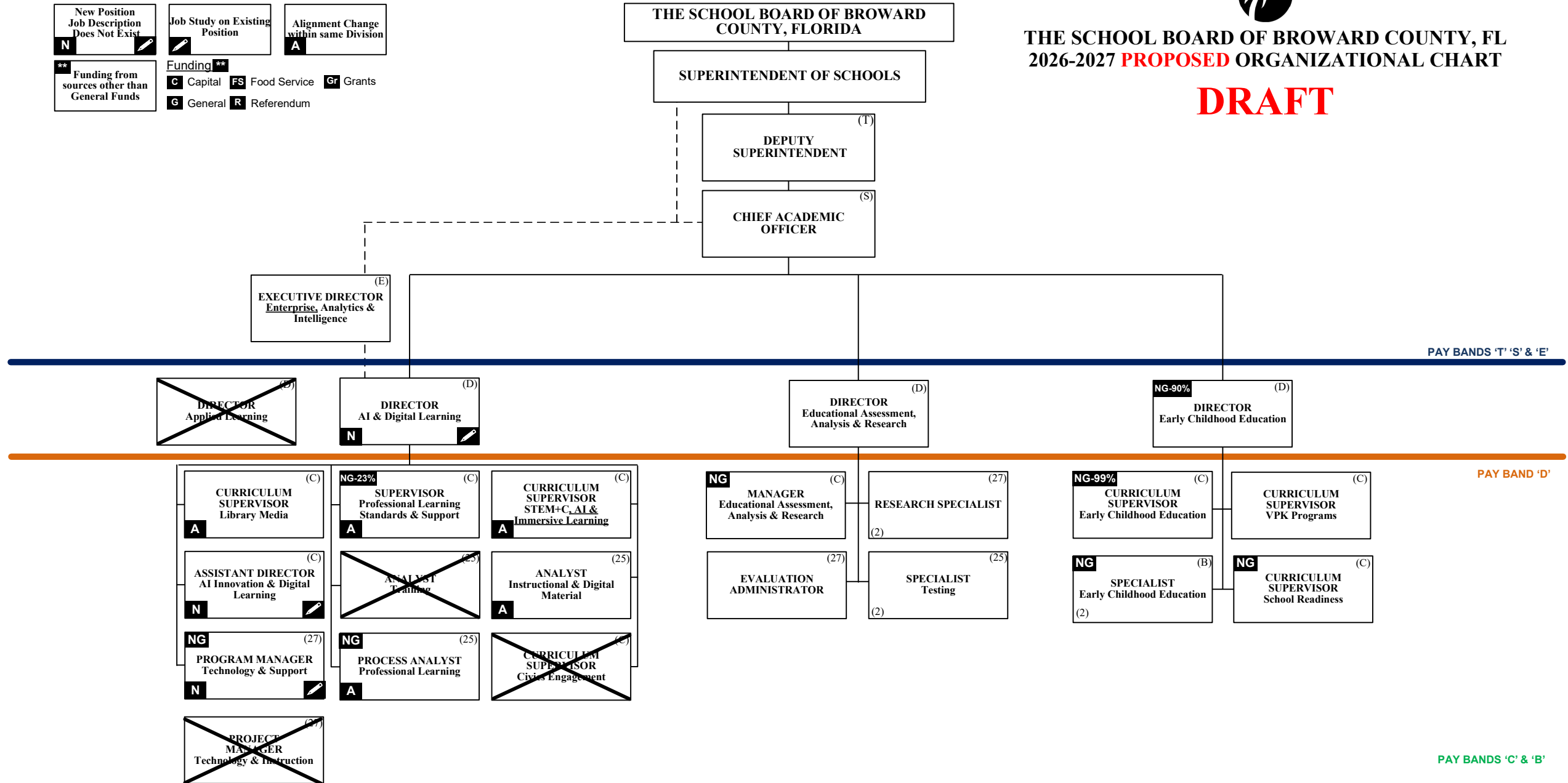
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** Funding from sources other than General Funds	Funding** <b>C</b> Capital <b>FS</b> Food Service <b>Gr</b> Grants <b>G</b> General <b>R</b> Referendum	

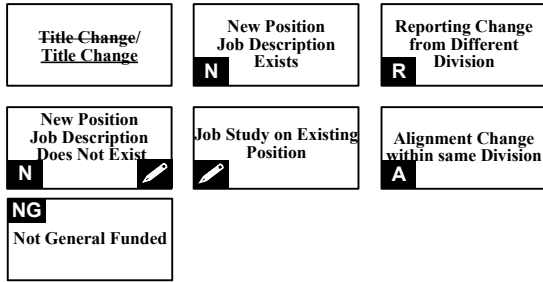
**DEPUTY SUPERINTENDENT  
ACADEMICS  
Learning/Research/Early Childhood**



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

**DRAFT**



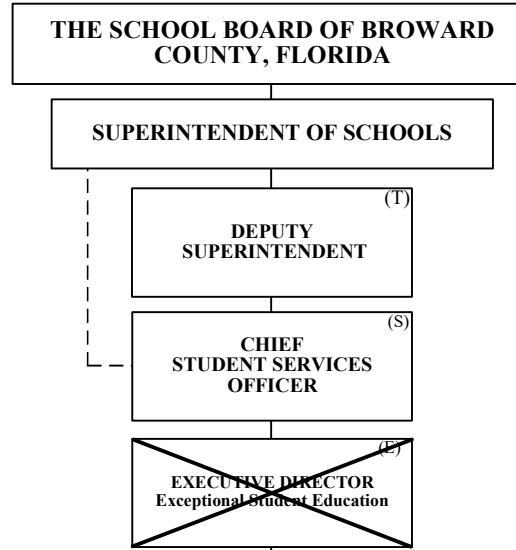


## DEPUTY SUPERINTENDENT Student Services

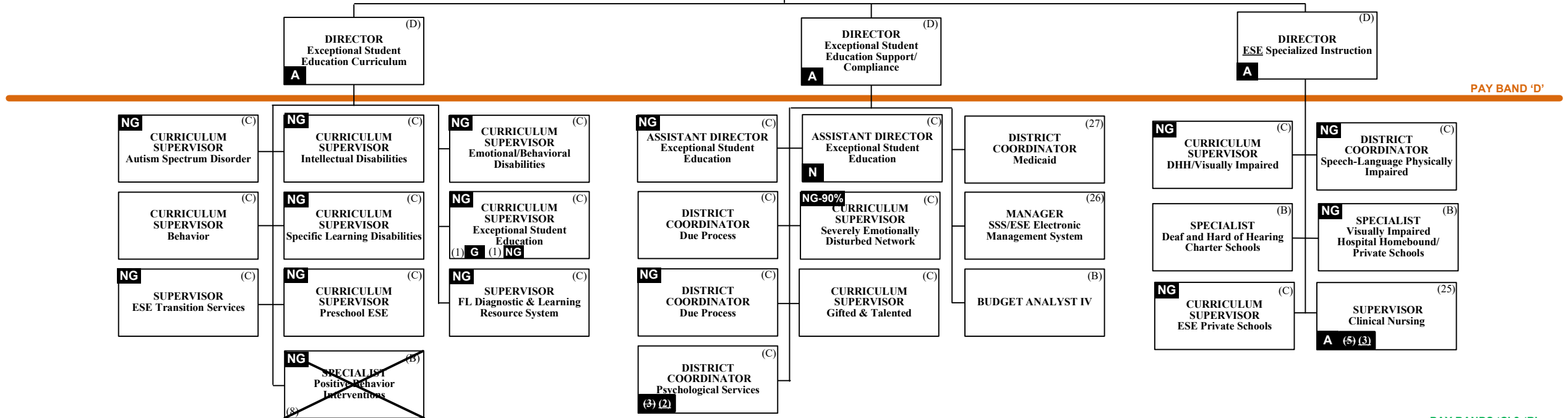


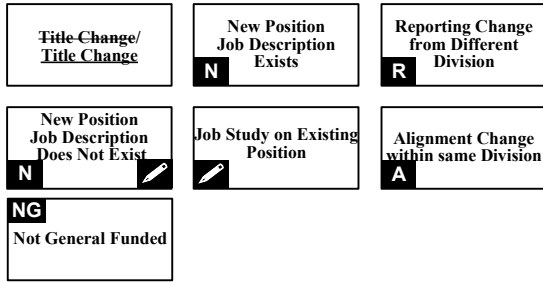
THE SCHOOL BOARD OF BROWARD COUNTY, FL  
2026-2027 **PROPOSED** ORGANIZATIONAL CHART

**DRAFT**



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



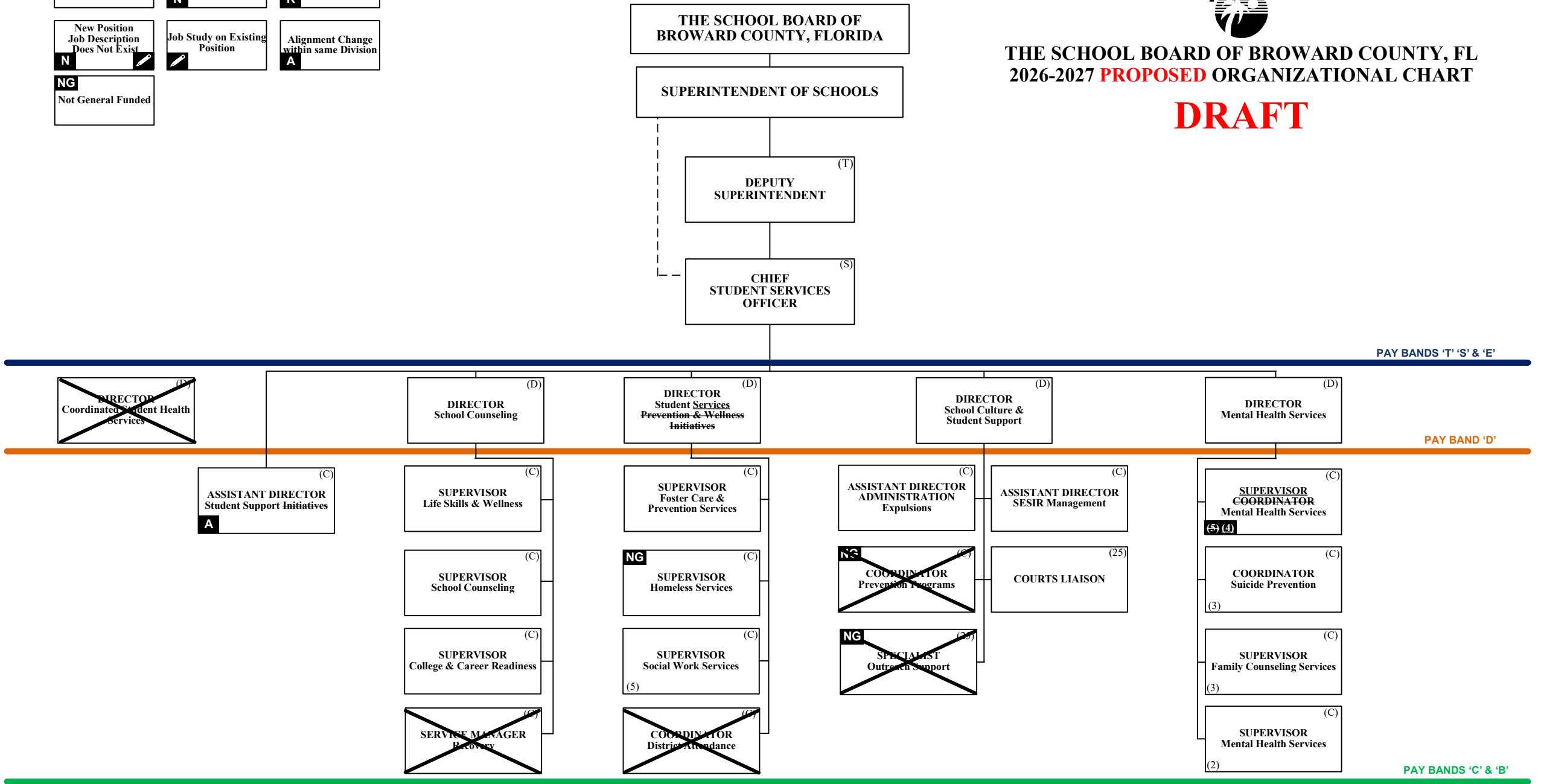


## DEPUTY SUPERINTENDENT Student Support & ESE Services



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

**DRAFT**



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<b>NG</b> Not General Funded		

# SAFETY & SECURITY

THE SCHOOL BOARD OF BROWARD  
COUNTY, FLORIDA

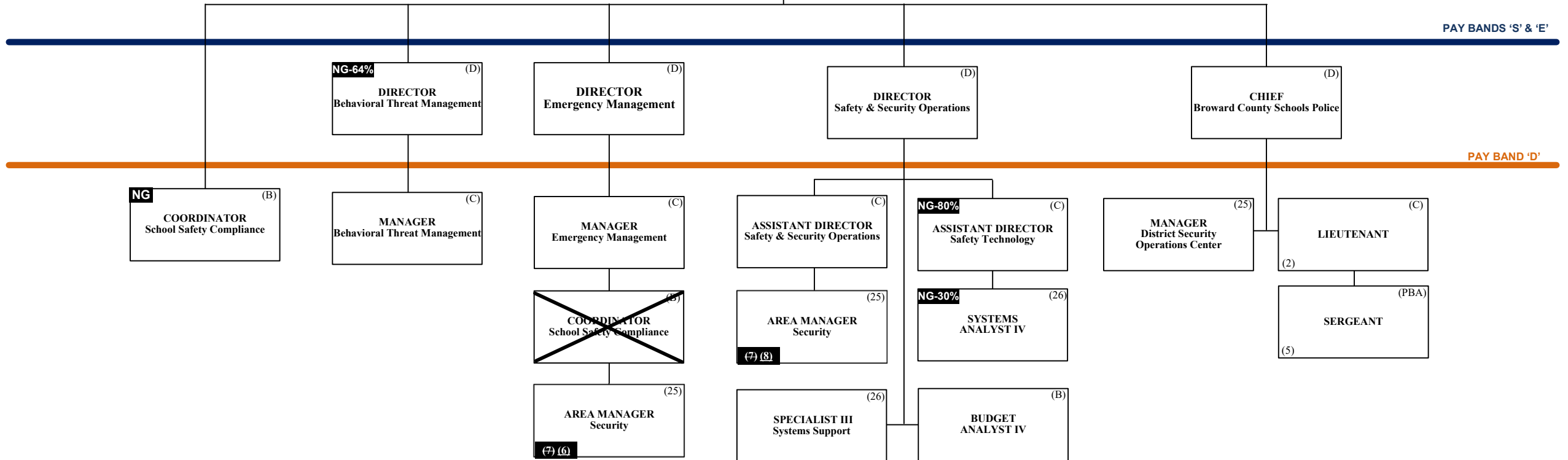


THE SCHOOL BOARD OF BROWARD COUNTY, FL  
2026-2027 **PROPOSED** ORGANIZATIONAL CHART

**DRAFT**

SUPERINTENDENT OF SCHOOLS

CHIEF  
SAFETY & SECURITY  
OFFICER <sup>(S)</sup>



PAY BANDS 'S' & 'E'

PAY BAND 'D'

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

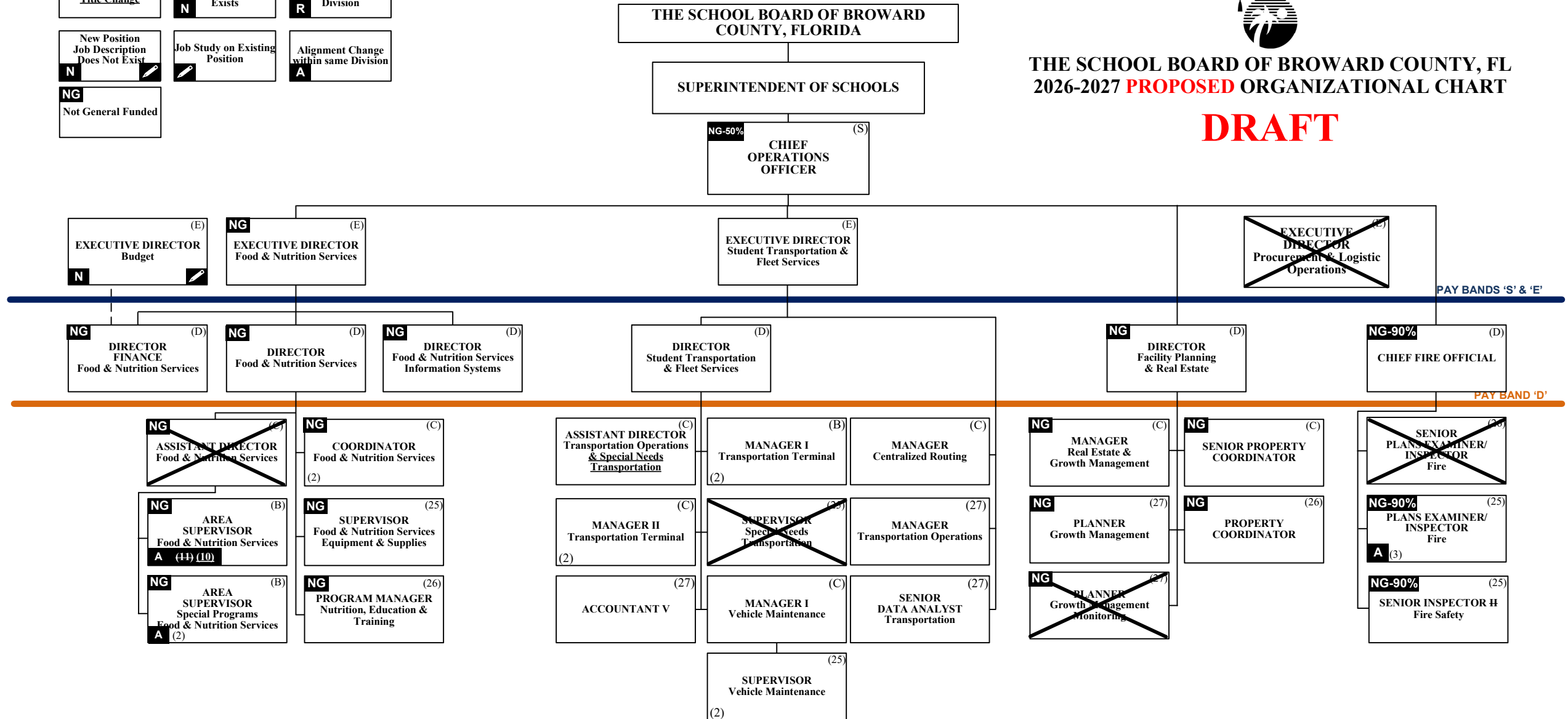
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# OPERATIONS



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

**DRAFT**



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

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# OPERATIONS

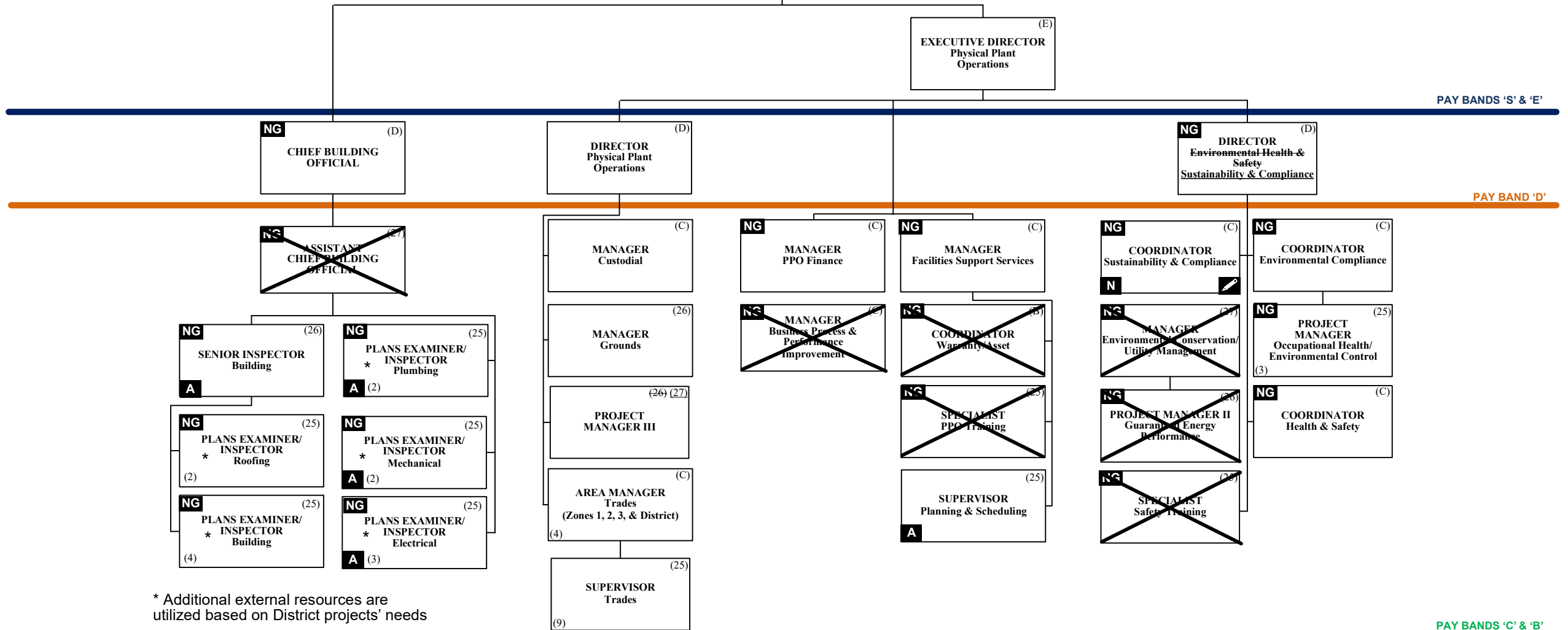
THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

SUPERINTENDENT OF SCHOOLS

NG-50% (S)  
CHIEF OPERATIONS OFFICER

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

**DRAFT**



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

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

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# FACILITIES

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA



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

**DRAFT**

SUPERINTENDENT OF SCHOOLS

**NG** (E) (S)  
CHIEF FACILITIES OFFICER  
**R**

**NG** (E)  
EXECUTIVE DIRECTOR  
Capital Programs

**NG** (E)  
EXECUTIVE DIRECTOR  
Budget  
**R**

PAY BANDS 'S' & 'E'

**NG** (D)  
DIRECTOR  
Capital Budget  
**R**

**NG** (D)  
DIRECTOR  
Construction

**NG** (D)  
DIRECTOR  
Pre-Construction

PAY BAND 'D'

**NG** (C)  
ASSISTANT DIRECTOR  
Capital Budget

**NG** (27)  
CAPITAL  
NETWORK SYSTEMS  
ADMINISTRATOR

**NG** (C)  
MANAGER  
Construction  
(2)

**NG** (27)  
PROJECT  
MANAGER III  
(2)

**NG** (C)  
MANAGER  
Construction Operations

**NG** (C)  
MANAGER  
ADA Accessibility  
(2)

**NG** (C)  
MANAGER  
Mechanical Engineering

**NG** (C)  
MANAGER  
Electrical Engineering

**NG** (27)  
COORDINATOR  
Florida Inventory of  
School Houses  
(FISH)

**NG** (27)  
CAPITAL BUDGET  
ANALYST V

**NG** (27)  
CAPITAL  
PAYMENT REVIEW  
SUPERVISOR

~~**NG** (25)  
SPECIALIST  
ADA Accessibility~~

**NG** (C)  
MANAGER  
Architectural Engineering

**NG** (27)  
COORDINATOR  
Facility Planning &  
Educational Programming

**NG** (27)  
PROJECT  
MANAGER III

**NG** (25)  
CAPITAL BUDGET  
ANALYST IV  
(2) (1)

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

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# INFORMATION SYSTEMS



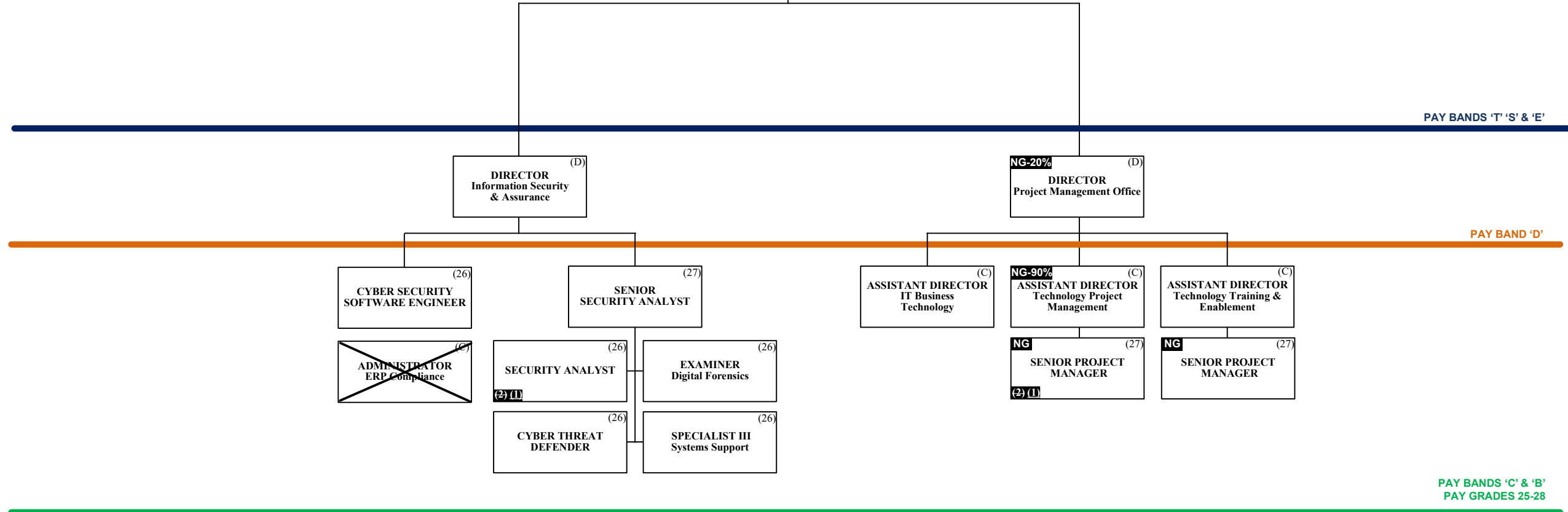
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THE SCHOOL BOARD OF BROWARD  
COUNTY, FLORIDA

SUPERINTENDENT OF SCHOOLS

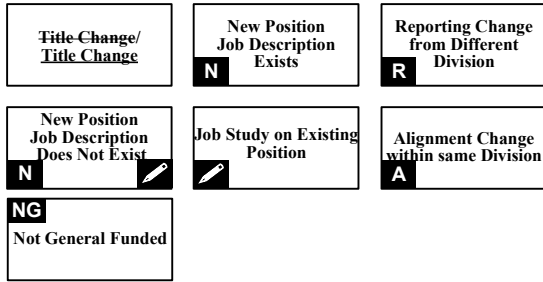
CHIEF  
INFORMATION  
OFFICER (S)



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

PAY BAND 'D'

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



# INFORMATION SYSTEMS

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA



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

**DRAFT**

SUPERINTENDENT OF SCHOOLS

CHIEF INFORMATION OFFICER (S)

EXECUTIVE DIRECTOR Technology Operations (E)

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

DIRECTOR Data Intelligence (D)  
**A**

DIRECTOR Infrastructure Services (D)

**NG** DIRECTOR Application Services (D)

DIRECTOR Technology Support Services (D)

PAY BAND 'D'

ASSISTANT DIRECTOR Data Quality & Compliance (C)

ASSISTANT DIRECTOR Data Analytics (C)

ASSISTANT DIRECTOR Infrastructure Management (C)

**NG** ASSISTANT DIRECTOR Management Systems (C)

ASSISTANT DIRECTOR ERP (C)

ASSISTANT DIRECTOR Client Infrastructure (C)

ASSISTANT DIRECTOR Technology Operations (C)

SYSTEMS ANALYST IV (26)

SYSTEMS ANALYST IV (26)

SENIOR SYSTEMS PROGRAMMER (27)

~~MANAGER Database Administration (27)~~

**NG** SYSTEMS ANALYST IV (26)  
(2)

MANAGER IT ERP FICO & BI (27)

**NG-40%** MANAGER IT ERP HCM (27)

SUPERVISOR I IT (25)

SYSTEMS ANALYST IV (26)  
**A**

ASSISTANT DIRECTOR Artificial Intelligence (C)

SYSTEMS ENGINEER (26)

SENIOR ANALYST Telecommunications (25)

PROCESS ANALYST Web Services (25)

PROCESS ANALYST ERP (25)

PROCESS ANALYST Payroll (25)  
**(A)**

SUPERVISOR I IT (25)  
**A**

~~ASSISTANT DIRECTOR Student Information Systems (C)~~

~~SYSTEMS ENGINEER (C)~~

IT SYSTEMS ARCHITECT (C)

ENGINEER II IT NOC & Maintenance (25)  
(2)

PROCESS ANALYST Funds Management & PBC (25)

PROCESS ANALYST Business System Intelligence (25)

MANAGER IT ERP Development & Support (27)

~~SYSTEMS ANALYST IV (26)~~

~~ASSISTANT DIRECTOR Technology Support Center (C)~~

BASIS ADMINISTRATOR (26)

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

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<b>NG</b> Not General Funded		

# HUMAN RESOURCES



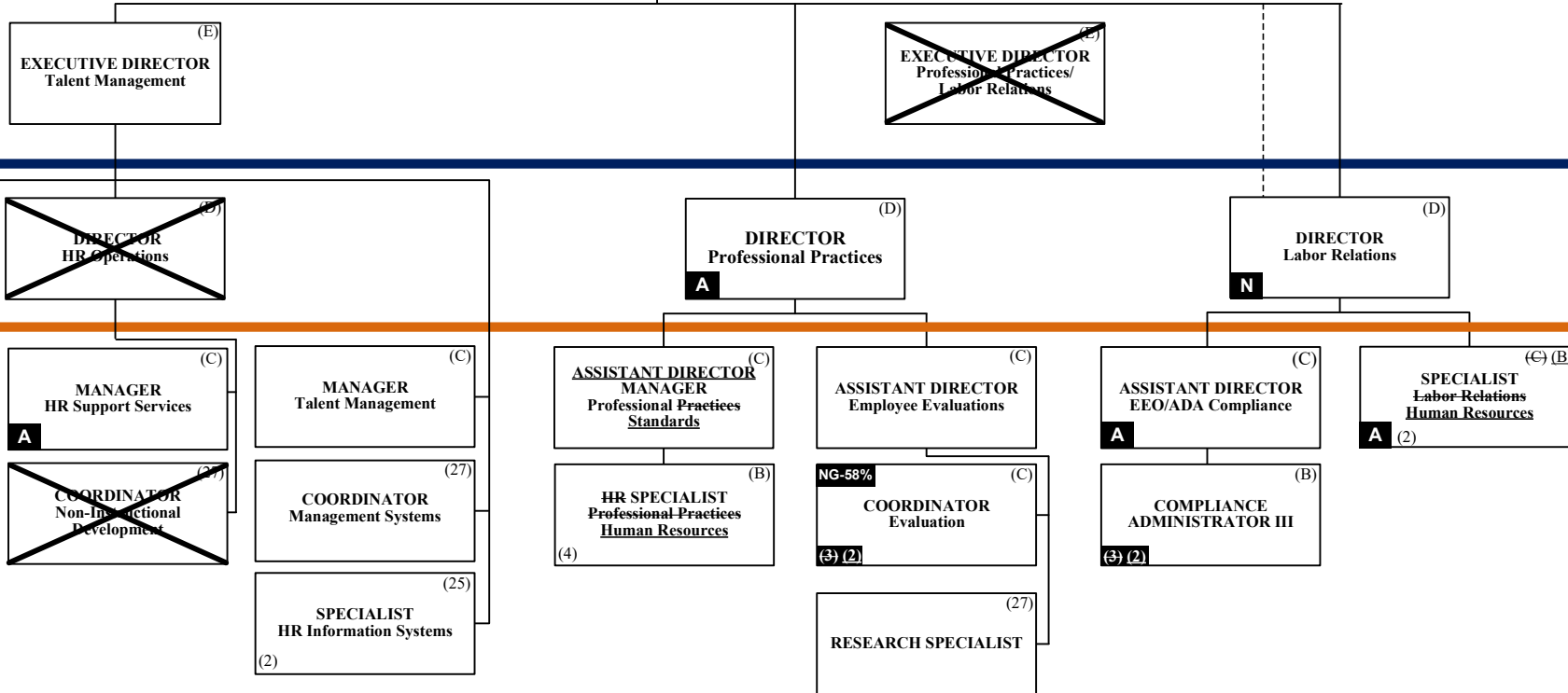
THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

SUPERINTENDENT OF SCHOOLS

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

**DRAFT**

CHIEF HUMAN RESOURCES OFFICER (S)



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**

**DRAFT**

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

THE SCHOOL BOARD OF BROWARD  
COUNTY, FLORIDA

SUPERINTENDENT OF SCHOOLS

**NG-20%** (S)  
CHIEF FINANCIAL  
OFFICER

**N** (E)  
EXECUTIVE DIRECTOR  
Budget

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

~~DIRECTOR  
Budget (E)~~

**A** (D)  
DIRECTOR  
Grants Administration

~~DIRECTOR  
Business Support Center (E)~~

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

(D)  
DIRECTOR  
Accounting & Financial  
Reporting

**R** (D)  
DIRECTOR  
Procurement  
& Logistic Operations

PAY BAND 'D'

**A** (C)  
ASSISTANT DIRECTOR  
School-Budget Support

(C)  
SENIOR MANAGER  
Grant Programs

**A** (C)  
ASSISTANT DIRECTOR  
Business Support Center

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

(C)  
ACCOUNTANT V

(C)  
MANAGER  
Strategic Sourcing  
Procurement

(C)  
MANAGER  
Procurement Compliance

**NG** (C)  
**R** (+) (2)  
MANAGER  
Contract Administration

(27)  
BUSINESS ANALYST  
**A** (2) (1)

(C)  
BUDGET ANALYST V  
**A**

(26)  
MANAGER  
Grant Programs Oversight  
(2)

(27)  
MANAGER  
Budget  
**A**

~~COORDINATOR  
Supplier & Outreach  
Program (E)~~

(27)  
MANAGER  
Accounts Payable

(C)  
MANAGER  
Warehousing Services

(C)  
**NG-20%** (C)  
SENIOR PROCESS  
ANALYST  
(2)

(27)  
EVALUATION  
ADMINISTRATOR  
**A**

(B)  
BUDGET ANALYST IV  
**A** (3) (2)

(25)  
GRANTS  
ADMINISTRATOR  
Accountability & Reporting

(27)  
BUSINESS ANALYST  
**A**

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

~~ACCOUNTANT V  
(E-49%  
G-50%) (27)~~

(C)  
**NG-60%** (C)  
MANAGER  
Construction Sourcing

(25)  
PROCESS ANALYST  
Procurement  
(3) (2)

(C)  
ASSISTANT DIRECTOR  
District Budgets &  
Revenue  
**A**

(C)  
BUDGET ANALYST V  
**A**

(25)  
PROCESS ANALYST  
Business Support Center  
**A**

(25)  
PROCESS ANALYST  
Business Support Center  
**A**

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

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

(25)  
**NG** (25)  
PURCHASING  
AGENT IV  
Construction

(25)  
PURCHASING  
AGENT IV  
(2) (1)

~~BUDGET  
ANALYST IV (E)~~  
(3)

**NG** (B)  
BUDGET  
ANALYST IV

(25)  
PROCESS ANALYST  
Business Support Center  
**A**

~~COORDINATOR  
Supplier & Outreach  
Program (E)~~

~~ASSISTANT DIRECTOR  
Accounting & Financial  
Reporting (E)~~

(25)  
**NG** (25)  
PURCHASING  
AGENT IV  
Construction

(25)  
PURCHASING  
AGENT IV  
(2) (1)

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

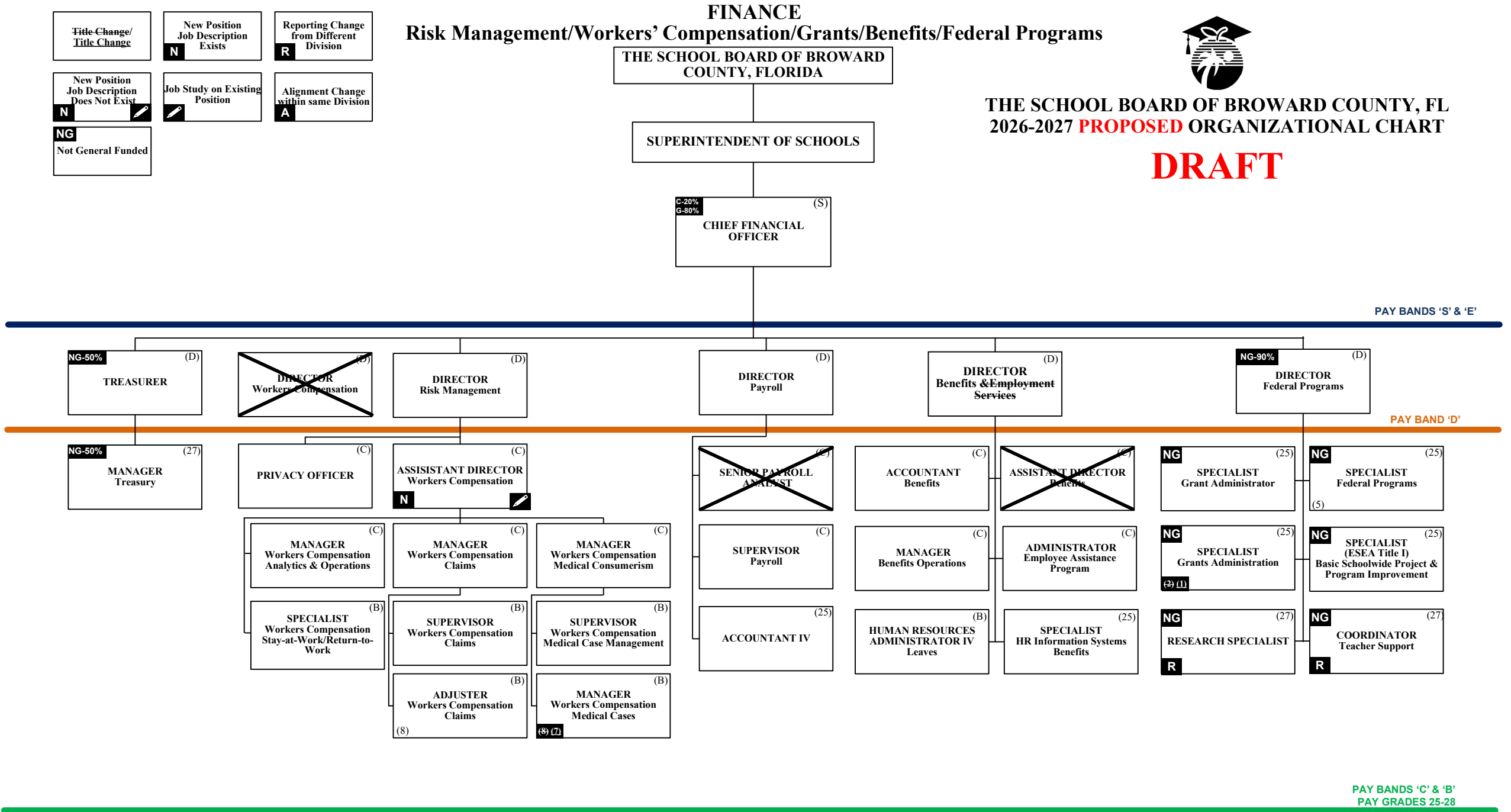
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<b>NG</b> Not General Funded		

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



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

**DRAFT**



PAY BANDS 'S' & 'E'

PAY BAND 'D'

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

# STRATEGY & INNOVATION



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

**DRAFT**

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THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

SUPERINTENDENT OF SCHOOLS

CHIEF STRATEGY & INNOVATION OFFICER (S)

~~EXECUTIVE DIRECTOR  
Strategic Initiative  
Management (E)~~

PAY BANDS 'S' & 'E'

DIRECTOR (D)  
Magnet & Innovative Programs

DIRECTOR (D)  
Before & After School Care/  
Family & Community Engagement

DIRECTOR (D)  
Athletics & Student Activities

DIRECTOR (D)  
Strategic Initiatives & Performance Management  
**A**

DIRECTOR (D)  
Demographics & Enrollment Planning

DIRECTOR (D)  
Charter Schools Management/Support

PAY BAND 'D'

COORDINATOR (C)  
Home School Education

ASSISTANT DIRECTOR (C)  
Family & Community Engagement  
**R**

**NG** COORDINATOR (C)  
JROTC & Military Programs

ASSISTANT DIRECTOR (D)(C)  
Enterprise Project Management Office  
**A**

COORDINATOR (C)  
Performance Management

SPECIALIST (27)  
Demographer/Statistician

COORDINATOR (27)  
Charter Schools (2)

ASSISTANT DIRECTOR (C)  
School/Venture Design Support

SPECIALIST (25)  
Magnet & Innovative Programs

SPECIALIST (25)  
Family Engagement  
**R**

**NG** CURRICULUM SUPPORT SPECIALIST (25)  
JROTC & Military Programs

MANAGER (C)  
School Choice

SPECIALIST (25)  
Community Engagement  
**R**

CURRICULUM SUPERVISOR (C)  
Literacy (2)

ACCOUNTANT IV (25)

EDUCATION SPECIALIST I (25)  
ESOL

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

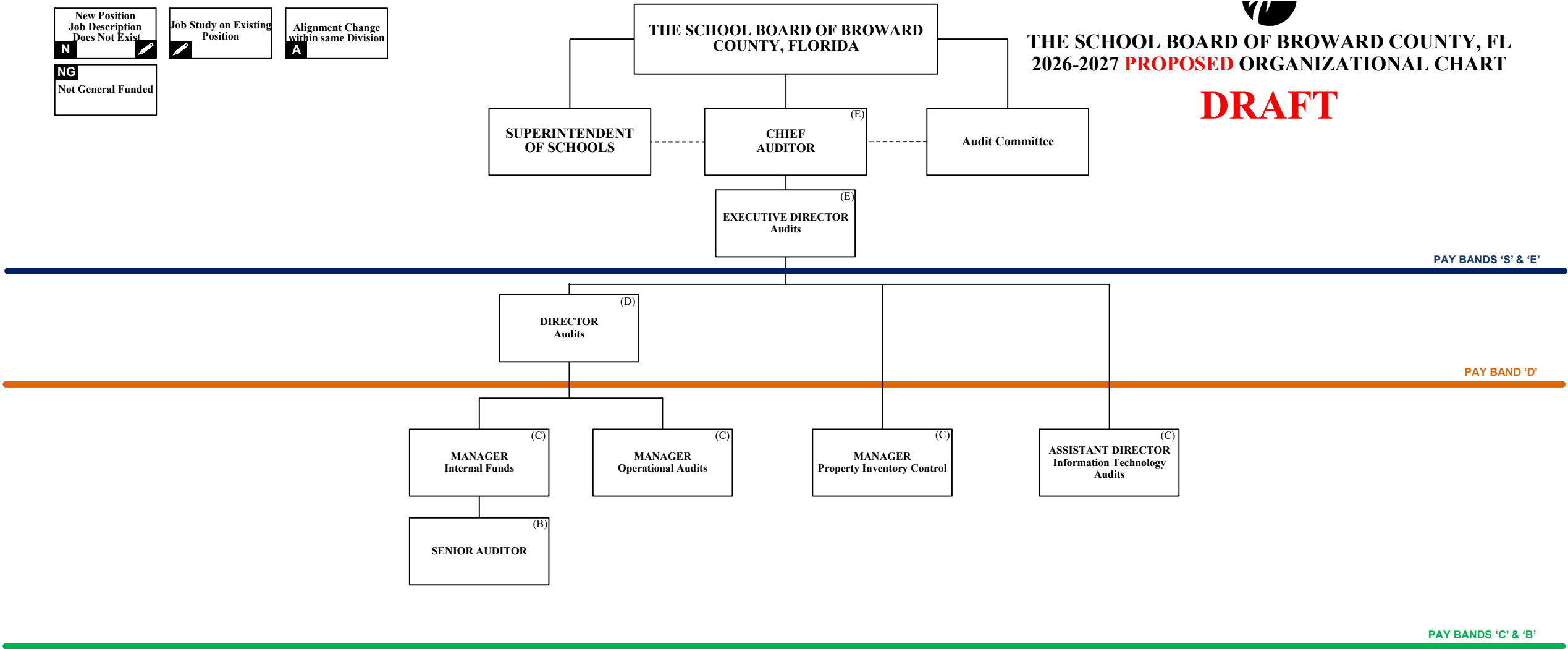
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# AUDITOR



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

**DRAFT**



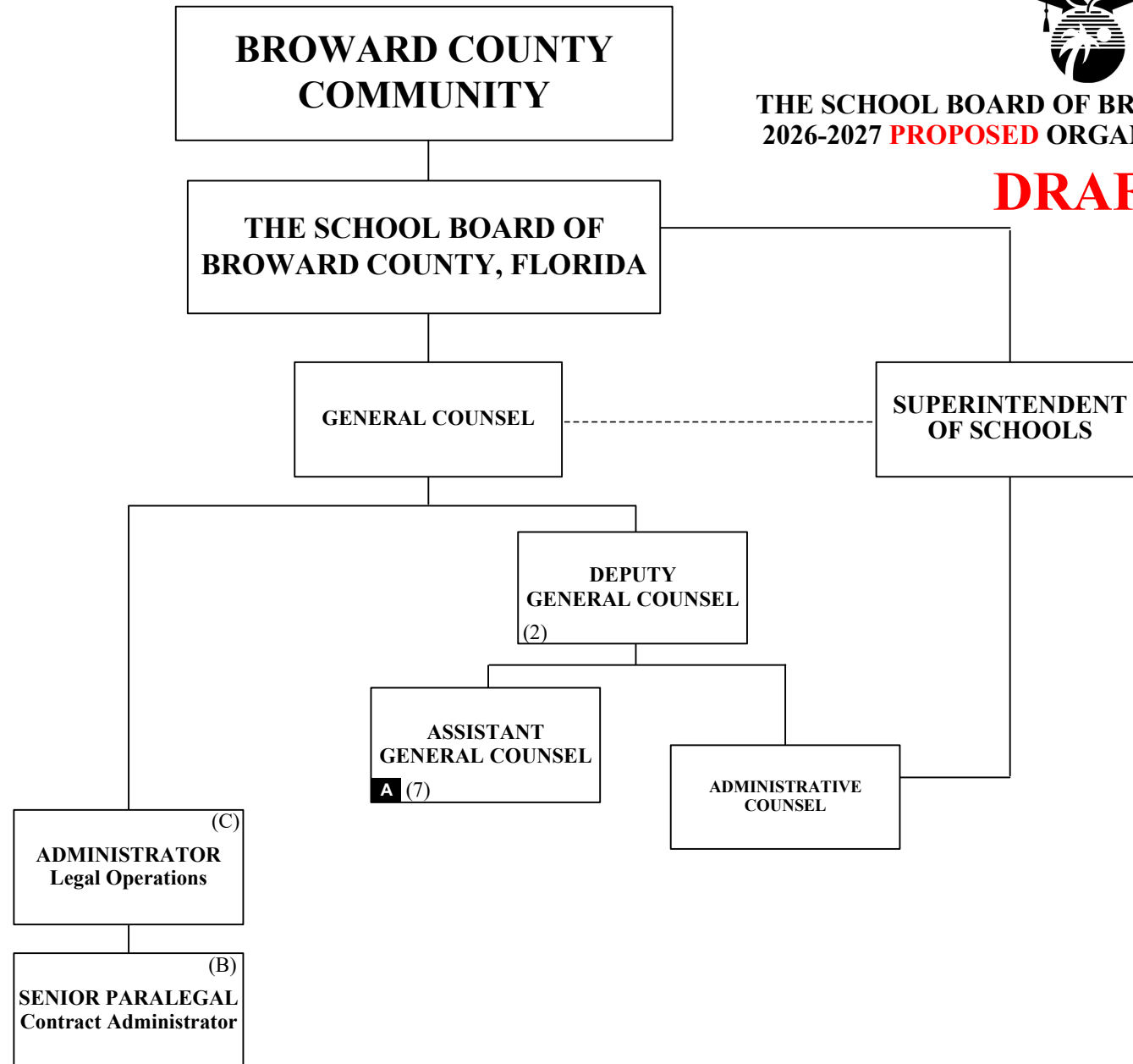
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** Funding from sources other than General Funds	Funding** <b>C</b> Capital <b>FS</b> Food Service <b>Gr</b> Grants <b>G</b> General <b>R</b> Referendum	

**GENERAL COUNSEL**



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

**DRAFT**



**FY27 Organizational Position Reduction  
Summary as of 4.15.26**

<b>Bargaining Group</b>	<b>Reduction Filled In FY26</b>	<b>Reduction Vacant in FY26</b>	<b>Reduction Vacant Prior to FY26</b>	<b>Total Reduction In Positions</b>	<b>Remaining Filled</b>	<b>Remaining Vacant</b>	<b>Total Remaining Positions</b>
BTU-EP	119	38	51	208	844	22	866
BTU-ESP	1	2	4	7	90	3	93
BTU-TSP	36	17	39	92	505	38	543
COPA	16	4	9	29	119	5	124
ESMAB	40	10	12	62	295	25	320
FOPE-Clerical	48	21	45	114	430	10	440
FOPE-Facilities	1	4	8	13	52	-	52
FOPE-Food Service	-	-	16	16	11	14	25
FOPE-Maintenance	39	25	50	114	662	15	677
FOPE-Security	-	-	7	7	834	93	927
FOPE-Transportation	-	38	103	141	1,144	20	1,164
<b>Total</b>	<b>300</b>	<b>159</b>	<b>344</b>	<b>803</b>	<b>4,986</b>	<b>245</b>	<b>5,231</b>

<b>Summary of District Positions Impacted by Reductions</b>	<b>Reduction %</b>
Director & Above	16%
On Organizational Chart/ Mid and High Level Positions	15%
Below Organizational Chart	13%

**FY27 Organizational Position Reduction**

Bargaining Group	Position Title	Number of Positions Cut			
		Filled in FY26	Vacant in FY26	Vacant Prior to FY26	Grand Total
BTU-EP	ASSISTIVE TECHNOLOGY PROGRAM SPECIALIST	0	0	1	1
	BEHAVIOR PROGRAM SPECIALIST	4	0	0	4
	CTE INSTRUCTIONAL FACILITATOR	1	0	0	1
	ELEMENTARY SCHOOL COUNSELOR	11	1	1	13
	ESE PROGRAM SPECIALIST	5	1	1	7
	ESE PROGRAM SPECIALIST-CURRICULUM	1	0	0	1
	ESE PROGRAM SPECIALIST-PARENT LIAISON	0	0	1	1
	FAMILY COUNSELOR	4	0	0	4
	FAMILY COUNSELOR-ESE	17	2	3	22
	INCLUSION SPECIALIST, HEAD START-VPK	1	0	0	1
	INSTRUCTIONAL FACILITATOR	10	11	1	22
	INSTRUCTIONAL FACILITATOR - CIVIC ENGAGE	0	0	2	2
	INSTRUCTIONAL TECHNOLOGY FACILITATOR	2	0	1	3
	SCHOOL PSYCHOLOGIST	0	2	15	17
	SCHOOL SOCIAL WORKER	16	7	1	24
	SECONDARY SCHOOL COUNSELING DIRECTOR-	0	1	0	1
	SPEECH LANGUAGE PATHOLOGIST	0	0	5	5
	SPEECH/LANGUAGE PROGRAM SPECIALIST	0	0	1	1
	STUDENT SUPPORT INST. SPECIALIST	0	0	2	2
	TEACHER ON SPECIAL ASSIGNMNT(SUICIDE PRE	4	0	0	4
	TEACHER-BEHAVIORAL SUPPORT	13	2	0	15
	TEACHER-CASE MANAGER	1	0	0	1
	TEACHER-CURRICULUM FACILITATOR	0	1	0	1
	TEACHER-DEAF & HARD OF HEARING	1	0	2	3
	TEACHER-ESE SPEC FIELD COACH	2	0	0	2
	TEACHER-ESE SPECIALIST	1	1	1	3
	TEACHER-ESE VISUALLY IMPAIRED	0	0	2	2
	TEACHER-GRANT FACILITATOR	1	1	0	2
	TEACHER-INDUCTION COACH	3	2	2	7
	TEACHER-INSTRUCTIONAL FACILITATOR	9	0	0	9
	TEACHER-INSTRUCTIONAL SPECIALIST	2	0	4	6
	TEACHER-INSTRUCTIONAL TECH FACILITATOR	2	0	0	2
	TEACHER-ON SPECIAL ASSIGNMENT	0	1	0	1
	TEACHER-PEER REVIEWER	0	1	0	1
	TEACHER-STAFF DEVELOPER	8	4	4	16
	TEACHER-TRANSITION SERVICES ESE	0	0	1	1
	<b>Total</b>	<b>119</b>	<b>38</b>	<b>51</b>	<b>208</b>

Bargaining Group	Position Title	Filled in FY26	Vacant in FY26	Vacant Prior to FY26	Grand Total
BTU-ESP	BEHAVIORAL TECHNICIAN	0	0	1	1
	COMMUNITY LIAISON	1	1	3	5
	JOB COACH	0	1	0	1
	<b>Total</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>7</b>

**FY27 Organizational Position Reduction**

Bargaining Group	Position Title	Number of Positions Cut			Grand Total
		Filled in FY26	Vacant in FY26	Vacant Prior to FY26	
BTU-TSP	ACCOUNTANT I (PROF)	0	0	1	1
	ACCOUNTANT V	0	0	1	1
	ASSISTANT CHIEF BUILDING OFFICIAL	0	0	1	1
	BUSINESS ANALYST	0	0	1	1
	CAD DRAFTSPERSON "D" (PROF)	0	1	0	1
	CAP PAYMENT REVIEW SUPERVISOR	0	1	0	1
	CLINICAL NURSE (PROF)	1	1	0	2
	CLINICAL NURSING SUPERVISOR (SUPV)	1	1	0	2
	COORDINATOR, NONINSTR DEVELOPMENT	1	0	0	1
	COORDINATOR, OUTREACH PROGRAM (COMP)	1	0	0	1
	COORDINATOR, STRATEGIC PARTNERSHIPS	1	0	0	1
	COORDINATOR, SUPPLIER & OUTREACH PROGR/	0	0	1	1
	COORDINATOR, TEACHER SUPPORT	2	0	1	3
	DATABASE RESEARCHER IV (PROF)	0	0	1	1
	FINANCIAL SYSTEMS INTEGRATOR	0	0	1	1
	GRANTS ADMINISTRATOR SPECIALIST (PROF)	0	0	1	1
	GRANTS WRITER	0	1	0	1
	HR ADMINISTRATOR III (SUPV)	0	0	1	1
	HR ADMINISTRATOR III (SUPV) - INST STAFF	0	0	1	1
	IT BUSINESS ANALYST	0	0	1	1
	IT NETWORK SUPPORT I	0	0	1	1
	MANAGER, DATABASE ADMINISTRATION	1	0	0	1
	MANAGER, ENVIRONMENTAL CONSERVATION	1	0	0	1
	MARKETING SPECIALIST, STRATEGIC P'SHIPS	1	0	0	1
	MEDICAID SPECIALIST	0	0	1	1
	MINORITY-WOMEN (M-WBE) SPECIALIST III	0	0	1	1
	PLANNER, GROWTH MANAGEMENT MONITORING	0	0	1	1
	PROCESS ANALYST - PROCUREMENT & WHS	0	0	1	1
	PROCESS ANALYST, PAYROLL	0	0	1	1
	PROFESSIONAL DEVELOPMENT SPECIALIST	2	1	2	5
	PROGRAM SUPERVISOR, BASCC	2	0	0	2
	PROJECT MANAGER II, GUARANTEED NRG PERF	1	0	0	1
	PROJECT MGR, TECHNOLOGY & INSTRUCTION	1	0	0	1
	PURCHASING AGENT I	0	0	1	1
	PURCHASING AGENT I (PROF)	2	0	1	3
	PURCHASING AGENT III	0	0	1	1
	PURCHASING AGENT III (PROF)	0	0	1	1
	PURCHASING AGENT IV	1	0	0	1
	REAL PROPERTY ANALYST	0	0	1	1
	REGISTERED NURSE, SCHOOL HEALTH	0	0	4	4
	RESEARCH SPECIALIST	2	0	0	2
	ROUTE PLANNER	0	0	1	1
	SCHEDULER, PHYSICAL PLANT OPERATIONS	0	1	1	2
	SOFTWARE ENGINEER	0	3	0	3

**FY27 Organizational Position Reduction**

Bargaining Group	Position Title	Number of Positions Cut			Grand Total
		Filled in FY26	Vacant in FY26	Vacant Prior to FY26	
BTU-TSP	SPEC, AMERICANS WITH DISABILITIES ACT	0	1	0	1
	SPECIALIST PPO TRAINING	1	0	0	1
	SPECIALIST QA - CUSTODIAL (PROF)	0	3	0	3
	SPECIALIST, OUTREACH SUPPORT	1	0	0	1
	SPECIALIST, PAYROLL OPERATIONS	0	0	1	1
	SPECIALIST, SAFETY TRAINING	1	0	0	1
	SR PLANS EXAMINER/INSPECTOR FIRE SAFETY	0	1	0	1
	SR PROJECT MGR TECH, PROJECT MGMT OFFICE	1	0	0	1
	STAFF ASSISTANT	1	0	0	1
	SUPERVISOR I, PRINTING SERVICES	1	0	0	1
	SUPERVISOR II, TRAINING OPERATIONS	1	0	0	1
	SUPERVISOR III, OFFICE OPS - DATA ENTRY	0	1	0	1
	SUPERVISOR, HR SUPPORT SERVICES	2	0	2	4
	SUPERVISOR, RECORDS RETENTION	1	0	0	1
	SUPERVISOR, SPECIAL NEEDS TRANSPORTATION	0	0	1	1
	SYSTEMS ANALYST III	3	0	1	4
	SYSTEMS ANALYST IV	0	1	0	1
	SYSTEMS ENGINEER	0	0	1	1
	SYSTEMS SUPPORT SPECIALIST II	1	0	0	1
	TECHNICAL SUPPORT ANALYST I	0	0	1	1
	TRAINING ANALYST	0	0	1	1
	TV PRODUCTION ASSISTANT	1	0	0	1
	<b>Total</b>	<b>36</b>	<b>17</b>	<b>39</b>	<b>92</b>

Bargaining Group	Position Title	Filled in FY26	Vacant in FY26	Vacant Prior to FY26	Grand Total
COPA	CLERK SPECIALIST A (CONF)	0	1	2	3
	CLERK SPECIALIST B	0	1	3	4
	CLERK SPECIALIST B - NON INSTRUCTIONAL	1	0	0	1
	CLERK SPECIALIST B (CONF)	3	1	1	5
	CLERK SPECIALIST B (CONFIDENTIAL)	1	0	0	1
	DEPARTMENT SECRETARY (CONF)	6	0	1	7
	EXECUTIVE SECRETARY	0	1	0	1
	EXECUTIVE SECRETARY - DEPUTY SUPT	0	0	1	1
	OFFICE MANAGER (CONF)	5	0	1	6
	<b>Total</b>	<b>16</b>	<b>4</b>	<b>9</b>	<b>29</b>

**FY27 Organizational Position Reduction**

Bargaining Group	Position Title	Number of Positions Cut			
		Filled in FY26	Vacant in FY26	Vacant Prior to FY26	Grand Total
ESMAB	ADMINISTRATOR, ERP COMPLIANCE	1	0	0	1
	AREA SUPERVISOR II, FOOD SERVICE	0	0	2	2
	AREA SUPERVISOR, FOOD AND NUTRITION SERV	0	0	1	1
	ASSISTANT DIRECTOR, FOOD & NUTRITION SERV	0	1	0	1
	ASSISTANT DIRECTOR, STUDENT INFO SYS	1	0	0	1
	ASST DIR, ACCOUNTING & FINANCIAL REPORTIN	0	0	1	1
	ASST DIRECTOR, TECHNOLOGY SUPPORT CENTE	0	1	0	1
	BUDGET ANALYST IV	1	0	0	1
	BUDGET ANALYST IV (NON UNION)	0	0	1	1
	COMPENSATION ANALYST	2	0	0	2
	COMPLIANCE ADMINISTRATOR III (NON-UNION)	1	0	0	1
	COORDINATOR EVALUATION	1	0	0	1
	COORDINATOR WARRANTY/ASSET	1	0	0	1
	COORDINATOR, DISTRICT ATTENDANCE	1	0	0	1
	COORDINATOR, MENTAL HEALTH SERVICES	0	1	0	1
	COORDINATOR, SCHOOL SAFETY COMPLIANCE	1	0	0	1
	COUNSELOR EAP (NON-UNION)	0	1	2	3
	CURRICULUM SUPERVISOR, CIVIC ENGAGEMEN	0	1	0	1
	CURRICULUM SUPERVISOR, LITERACY	1	0	0	1
	DIR, ENTERPRISE PROJECT MANAGEMENT OFFC	1	0	0	1
	DIRECTOR, APPLIED LEARNING (INSTR)	1	0	0	1
	DIRECTOR, BUDGET	1	0	0	1
	DIRECTOR, BUSINESS SUPPORT CENTER	1	0	0	1
	DIRECTOR, COORD STUDENT HEALTH SVCS	0	1	0	1
	DIRECTOR, HR OPERATIONS	1	0	0	1
	DIRECTOR, INNOVATIVE LEARNING	1	0	0	1
	DIRECTOR, PROFESSIONAL LEARNING & DEV	0	1	0	1
	DIRECTOR, STRATEGIC PARTNERSHIPS	1	0	0	1
	DIRECTOR, TEACHING & LEARNING	3	0	0	3
	DIRECTOR, WORKERS COMPENSATION	1	0	0	1
	DISTRICT COORDINATOR-PSYCHOLOGICAL SVC	1	0	0	1
	EXEC DIR, FAMILY & COMMUNITY ENGMNT	1	0	0	1
	EXEC DIR, PROCUREMENT & LOGISTIC OPS	1	0	0	1
	EXEC DIR, PROF STANDARDS/LABOR RELATIONS	1	0	0	1
	EXEC DIRECTOR, STRATEGIC INIT. MGMT	1	0	0	1
	EXECUTIVE DIRECTOR, ESE	1	0	0	1
	HUMAN RESOURCES ADMINISTRATOR I	0	0	1	1
	HUMAN RESOURCES ADMINISTRATOR II	0	1	0	1
	HUMAN RESOURCES ADMINISTRATOR III	0	1	0	1
	MANAGER II, SCHOOL SERVICES	1	0	0	1
	MANAGER, BUSINESS PROCESS & PERF IMP.	1	0	0	1
	MANAGER, COMPENSATION	1	0	0	1
	MANAGER, CONSTRUCTION	0	0	2	2
	SENIOR PAYROLL ANALYST	0	0	1	1

**FY27 Organizational Position Reduction**

Bargaining Group	Position Title	Number of Positions Cut			
		Filled in FY26	Vacant in FY26	Vacant Prior to FY26	Grand Total
ESMAB	SENIOR PROCESS ANALYST	1	0	0	1
	SERVICE MANAGER RECOVERY	0	1	0	1
	SPECL, POSITIVE BEHAVIOR INTERVENTIONS	8	0	0	8
	WORKERS COMP MEDICAL CASE MANAGER	0	0	1	1
	<b>Total</b>	<b>40</b>	<b>10</b>	<b>12</b>	<b>62</b>

Bargaining Group	Position Title	Filled in FY26	Vacant in FY26	Vacant Prior to FY26	Grand Total
FOPE-Clerical	ACCOUNTING SPECIALIST I	0	0	1	1
	ACCOUNTING SPECIALIST II	2	2	0	4
	ADMINISTRATIVE SUPPORT ASSISTANT II	1	0	0	1
	ADMINISTRATIVE SUPPORT ASSISTANT IV	2	1	1	4
	BILINGUAL INTERPRETER-FACILITATOR	0	1	0	1
	BUDGET SUPPORT SPECIALIST (COUNTY)	14	0	3	17
	BUDGETKEEPER II	0	0	1	1
	CLERICAL SUPPORT ASSISTANT II	0	1	2	3
	CLERICAL SUPPORT ASSISTANT III	2	0	6	8
	CLERICAL SUPPORT ASSISTANT IV	19	4	7	30
	CLERK SPEC III (COUNTY)	0	0	1	1
	CLERK SPEC IV (COUNTY)	0	0	1	1
	CLOSED CAPTIONING SPECIALIST	1	0	0	1
	COMPUTER OPERATOR I	0	0	1	1
	COMPUTER OPERATOR II	0	0	1	1
	CUSTOMER SERVICE SPECIALIST III	0	1	0	1
	DATA ENTRY OPERATOR I (COUNTY)	0	2	0	2
	DATA ENTRY OPERATOR II (COUNTY)	0	0	1	1
	DATABASE RESEARCH ASSISTANT	0	0	1	1
	EDUC INTERPRETER DEAF/HARD OF HEARING II	0	0	1	1
	FINANCIAL SYSTEMS FACILITATOR I	0	0	1	1
	FINANCIAL SYSTEMS FACILITATOR II	1	1	0	2
	HEALTH TECHNICIAN I	2	0	2	4
	HR SUPPORT SERVICES SPECIALIST	0	1	0	1
	INFO MGMT SPCLST (HS/CTR/COMMUNITY)	1	0	0	1
	NETWORK ANALYST I	0	1	0	1
	NETWORK ANALYST II	0	0	1	1
	OFC MGR.II (CTY & VOC)	1	0	0	1
	OFFICE MANAGER II-HS COUNTY & TECHNICAL	0	0	1	1
	OPERATIONS SPECIALIST I	0	0	4	4
	OPERATIONS SPECIALIST IV	0	0	2	2
	SENIOR SPECIALIST, ACCOUNTS PAYABLE	0	1	0	1
	SENIOR SPECIALIST, HR SUPPORT SERVICES	1	1	1	3
	SPECIALIST, ACCOUNTS PAYABLE	0	1	1	2
SPECIALIST, HR SUPPORT SERVICES	0	0	2	2	
SPECIALIST, PAYROLL	0	0	1	1	

**FY27 Organizational Position Reduction**

Bargaining Group	Position Title	Number of Positions Cut			
		Filled in FY26	Vacant in FY26	Vacant Prior to FY26	Grand Total
FOPE-Clerical	SYSTEMS FACILITATOR - TALENT DEVELOPMENT	1	0	0	1
	TECHNOLOGY SUPPORT SPECIALIST II	0	2	0	2
	TECHNOLOGY SUPPORT TECHNICIAN II	0	1	1	2
	<b>Total</b>	<b>48</b>	<b>21</b>	<b>45</b>	<b>114</b>

Bargaining Group	Position Title	Filled in FY26	Vacant in FY26	Vacant Prior to FY26	Grand Total
FOPE-Facilities	FAC SVP & GROUNDS MAINT	0	0	1	1
	FACILITIES SERVICEPERSON	1	4	4	9
	FACILITIES SERVICEPERSON & GROUNDS MAINT	0	0	1	1
	HD FACIL SERVPER HIGH/VOC	0	0	1	1
	HEAD FACILITIES SERVICEPERSON HIGH/VOC	0	0	1	1
	<b>Total</b>	<b>1</b>	<b>4</b>	<b>8</b>	<b>13</b>

Bargaining Group	Position Title	Filled in FY26	Vacant in FY26	Vacant Prior to FY26	Grand Total
FOPE-Food Service	FOOD SERVICE ASSISTANT MANAGER III	0	0	1	1
	FOOD SERVICE COOK & BAKER IIA	0	0	9	9
	FOOD SERVICE GENERAL WORKER	0	0	3	3
	FOOD SERVICE MANAGER - ELEMENTARY	0	0	1	1
	FOOD SERVICE MANAGER - HIGH	0	0	1	1
	FOOD SERVICE MANAGER - MIDDLE	0	0	1	1
	<b>Total</b>	<b>0</b>	<b>0</b>	<b>16</b>	<b>16</b>

Bargaining Group	Position Title	Filled in FY26	Vacant in FY26	Vacant Prior to FY26	Grand Total
FOPE-Maintenance	A/C & REF MECH JNYMN	1	0	4	5
	A/C & REFRIGERATION MECHANIC APPRENTICE	1	0	0	1
	A/C & REFRIGERATION MECHANIC APPRENTICE	0	0	1	1
	APPRENTICE ALL TRADES, AUTO TRUCK MECHNC	0	0	1	1
	AUTO & TRUCK MECHANIC (JRNYPNSN)	0	1	7	8
	CAF & INDUSTRIAL ARTS REP JOURNEYMAN	1	0	0	1
	CAF&IND ARTS REP JNYMN	1	0	0	1
	CARPENTER - JOURNEYMAN	3	0	1	4
	ELEC TECH JNYMN COM EQUIP	0	1	1	2
	ELEC TECH JNYMN COMPUTERS	2	0	0	2
	ELECTRICIAN - JOURNEYMAN	3	1	2	6
	ELECTRONIC TECHNICIAN-ITV JOURNEYPerson	4	0	1	5
	FOREMAN-CARPENTER/MASON	0	0	1	1
	FOREMAN-HEAVY EQUIPMENT OPERATOR	0	0	1	1
	GARAGE SERVICEPERSON	0	0	1	1
	GENERAL MAINTENANCE & REPAIR PERSON	1	3	0	4
	GENERAL MAINTENANCE AND REPAIR PERSON	0	1	0	1

**FY27 Organizational Position Reduction**

Bargaining Group	Position Title	Number of Positions Cut			Grand Total
		Filled in FY26	Vacant in FY26	Vacant Prior to FY26	
FOPE-Maintenance	LABORER	2	6	7	15
	LABORER VEHICLE MAINT	0	0	2	2
	LEADMAN - VEHICLE MAINTENANCE	0	0	2	2
	LEADMAN ROOFER	1	0	0	1
	LEADMAN UTILITY SERVICE	0	0	1	1
	MAIL SERVICE TRUCK DRIVER	0	1	0	1
	MASON/TILE SETTER (JNYMN)	1	0	0	1
	MASON/TILE SETTER APPRENTICE	1	0	0	1
	PAINT & BODY SERVICEPERSON	0	0	1	1
	PAINTER - JOURNEYMAN	4	0	0	4
	PEST & WEED CONT OP CERT	0	1	0	1
	PEST CONTROL APPLICATOR	0	2	0	2
	PLUMBER - JOURNEYMAN	3	2	0	5
	PLUMBER APPRENTICE	0	1	1	2
	PUMP SERVICER	0	1	1	2
	PUMP SERVICER APPRENTICE	0	1	0	1
	ROOFER	3	1	0	4
	STOCK CLERK	0	0	2	2
	STOCK CLERK P & I	0	0	1	1
	STOCKROOM ASSISTANT	0	0	1	1
	STOCKROOM SERVICEPERSON	0	0	2	2
	TRACTOR-MOWER OPER	1	0	1	2
	UTILITY SERVICEPERSON	2	0	2	4
	UTILITY SERVICEPERSON - DISTRICT	0	1	1	2
	VEHICLE UPHOLSTERY AND GLASS INSTALLER	0	0	2	2
	WAREHOUSE SERVICEPERSON	3	0	1	4
	WAREHOUSE TRUCK DRIVER	1	0	0	1
	WATER TREATMENT SERVPRSN	0	1	0	1
	WELDER - JOURNEYMAN	0	0	1	1
	<b>Total</b>	<b>39</b>	<b>25</b>	<b>50</b>	<b>114</b>

Bargaining Group	Position Title	Filled in FY26	Vacant in FY26	Vacant Prior to FY26	Grand Total
FOPE-Security	SECURITY SPECIALIST	0	0	7	7
	<b>Total</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>7</b>

**FY27 Organizational Position Reduction**

<b>Bargaining Group</b>	<b>Position Title</b>	<b>Number of Positions Cut</b>			
		<b>Filled in FY26</b>	<b>Vacant in FY26</b>	<b>Vacant Prior to FY26</b>	<b>Grand Total</b>
FOPE-Transportation	<b>BUS ATTENDANT</b>	0	14	55	69
	<b>BUS OPERATOR</b>	0	14	5	19
	<b>BUS OPERATOR-SPECIAL NEEDS</b>	0	2	6	8
	<b>BUS OPERATOR-TRANSP DISPATCHER (C)</b>	0	0	1	1
	<b>BUS OPERATOR-TRANSP DISPATCHER (N)</b>	0	0	1	1
	<b>BUS OPERATOR-TRANSPORTATION SPECIALIST</b>	0	1	3	4
	<b>BUS OPERATOR-TRANSPORTATION TRAINER</b>	0	0	2	2
	<b>RELIEF BUS OPERATOR</b>	0	7	30	37
	<b>Total</b>	<b>0</b>	<b>38</b>	<b>103</b>	<b>141</b>
	<b>Grand Total</b>	<b>300</b>	<b>159</b>	<b>344</b>	<b>803</b>



## **Executive Summary**

### **2026–2027 Broward County Public Schools Organizational Chart**

Broward County Public Schools (BCPS) is proposing a Districtwide organizational realignment for the 2026–2027 school year in response to sustained declines in student enrollment and the resulting reduction in revenue. These necessary adjustments are designed to align staffing levels with current enrollment, ensure long-term financial stability, and preserve the District's ability to deliver high-quality instruction and essential services.

The proposed 2026–2027 Organizational Chart reflects a strategic effort to streamline operations, strengthen leadership alignment, and better focus resources on District priorities. The restructuring includes the consolidation and elimination of select administrative and director-level positions, reduces duplication of functions, and realigns responsibilities to improve coordination, accountability, and data-informed decision-making. New and repurposed roles across Academics, Operations, Communications, Data Analytics, Human Resources, Student Services, Safety & Security, and Finance support a more unified, efficient, and operating model. These changes are expected to produce meaningful cost savings while ensuring that direct instructional services and essential school-based supports remain protected.

As part of the fiscal year 2027 restructuring, 856 positions are proposed to be delimited. This total includes 300 occupied positions, 159 vacant positions resulting from attrition and the current hiring freeze, and 53 support positions associated with school repurposing. In addition, funding for 344 positions was absorbed prior to July 1, 2026, further streamlining staffing allocations ahead of the new fiscal year. The proposed organizational chart and below the line reductions will result in approximately ~~\$45~~ \$40 million (general and special revenue) in cost savings. Cost savings for fiscal year 2027 will be calculated only on positions that remain funded after July 1, 2026, ensuring a clear and accurate reflection of ongoing efficiencies.

Position reductions to achieve additional cost savings will continue through August 2026, prior to the start of the school year, as the District works to fully align staffing with enrollment and operational needs. A comprehensive review of



unarmed security staffing at both administrative and school sites is currently underway to determine the appropriate staffing levels. Using a new staffing methodology, approximately 200 additional positions are expected to be identified for reduction, primarily through natural attrition. With these adjustments, total Districtwide position reductions will exceed 1,000 roles. Separately, and unrelated to the organizational realignment, projected enrollment declines are expected to require approximately 300 fewer teacher positions for the upcoming school year.

To better support affected employees, BCPS has accelerated the 2026-2027 notification timeline. Notices were issued in mid-April rather than late May or June, providing staff with additional time to plan and access resources before contracts end on June 30, 2026. In partnership with CareerSource Broward, the District is offering virtual Employment Resource Sessions to provide guidance on benefits, re-employment rights, workforce transition services, and career counseling.

Overall, the proposed 2026–2027 Organizational Chart positions BCPS to operate more efficiently, remain fiscally responsible, and sustain essential services while adapting responsibly to changing enrollment and financial conditions.

BCPS remains unwavering in its focus on protecting classrooms, supporting schools, and delivering high-quality educational experiences for every student. Through thoughtful planning, strategic alignment, and continued investment in core priorities, the District is well-positioned to navigate current challenges while sustaining the progress and outcomes our students, families, and community expect and deserve.



**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 Staff .....3**  
**Deputy Superintendent (Direct Reports).....4-9**  
    **Learning Communities.....5**  
    **Academics.....6-7**  
    **Student Services.....8-9**  
**Safety & Security.....10**  
**Operations.....11-12**  
    **Food & Nutrition/Transportation/Real Estate/Fire.....11**  
    **Building Code Services/Physical Plant Operations .....12**  
**Facilities.....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**

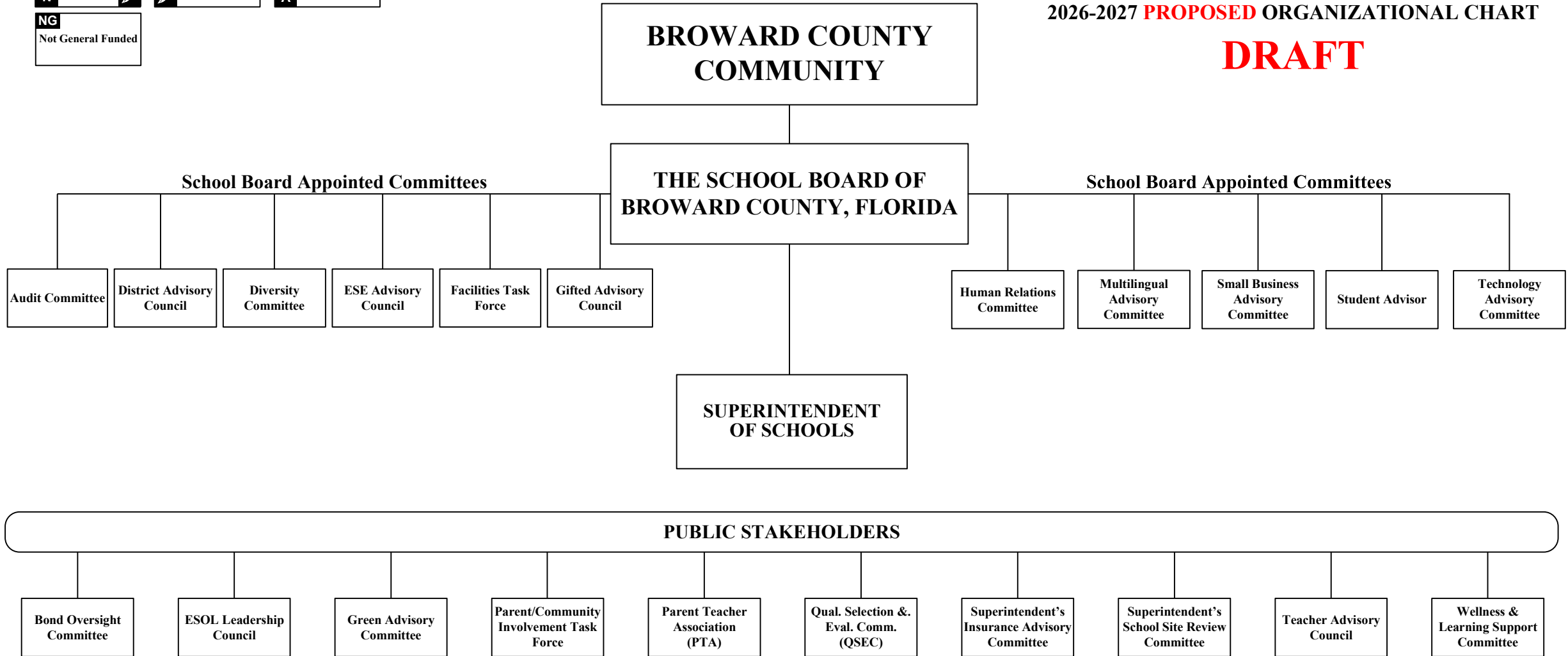
Title-Change/ Title Change	New Position Job Description Exists <b>N</b>	Reporting Change from Different Division <b>R</b>
New Position Job Description Does Not Exist <b>N</b>	Job Study on Existing Position <b>A</b>	Alignment Change within same Division <b>A</b>
<b>NG</b> Not General Funded		

**SCHOOL BOARD APPOINTED COMMITTEES & PUBLIC STAKEHOLDERS**



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

**DRAFT**



Title-Change/ Title Change	New Position Job Description Exists <b>N</b>	Reporting Change from Different Division <b>R</b>	<b>NG</b> Not General Funded
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New Position Job Description Does Not Exist <b>N</b>	Job Study on Existing Position <b>A</b>	Alignment Change within same Division <b>A</b>
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	25-26	Cut	New	26-27
District	6115	809	23	5329
Chart	581	92	12	501
Non-Chart	5534	717	11	4828

District Cuts: 809  
 School Consolidation: 53  
 Total Cuts: 862

**SUPERINTENDENT**

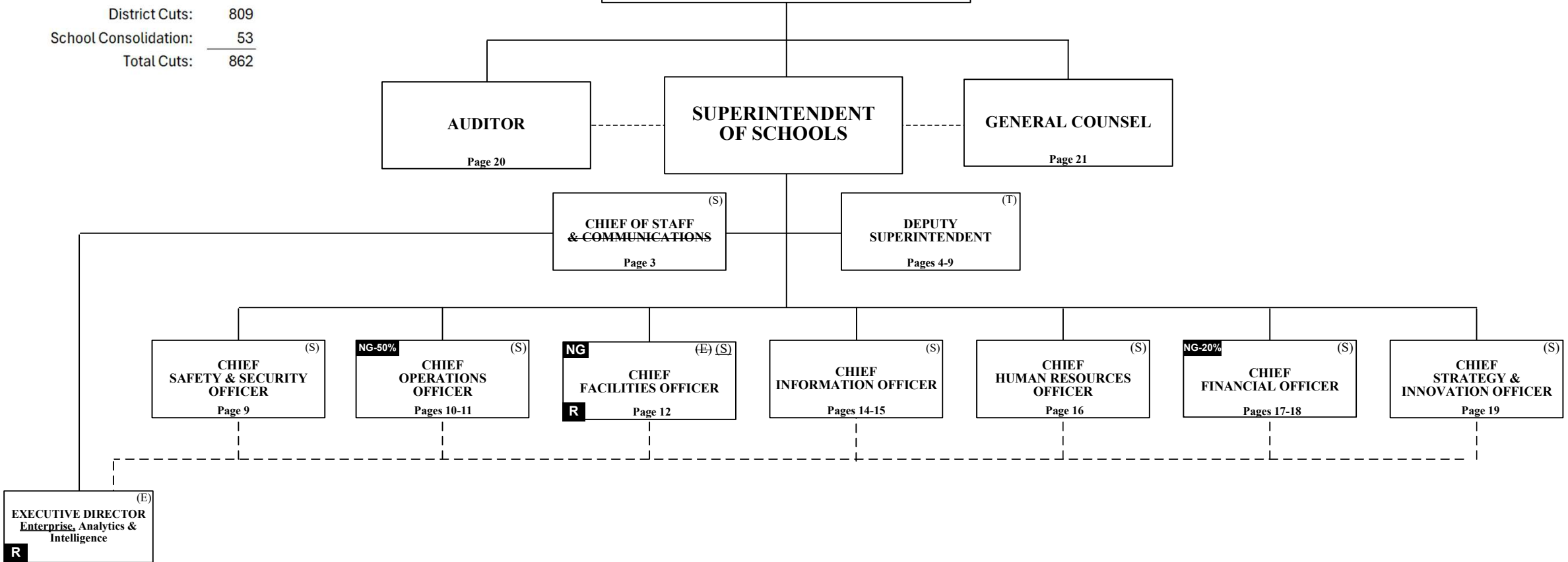
**BROWARD COUNTY  
COMMUNITY**



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

**DRAFT**

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



Title-Change/ Title Change	New Position Job Description Exists <b>N</b>	Reporting Change from Different Division <b>R</b>	<b>NG</b> Not General Funded
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New Position Job Description Does Not Exist <b>N</b>	Job Study on Existing Position <b>A</b>	Alignment Change within same Division <b>A</b>
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	25-26	Cut	+/- Moved	New	26-27
Chief of Staff	96	22	-1	2	70
Chart	23	8	-1	2	16
Non-Chart	73	14	-5	0	54



# CHIEF OF STAFF

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

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

**DRAFT**

SUPERINTENDENT OF SCHOOLS

CHIEF OF STAFF  
& COMMUNICATIONS (S)

EXECUTIVE DIRECTOR (E)  
~~Communications  
Broadcasting  
& Marketing~~

~~EXECUTIVE DIRECTOR (E)  
Family & Community  
Engagement~~

EXECUTIVE DIRECTOR (E)  
Enterprise, Analytics &  
Intelligence  
**R**

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

DIRECTOR (D)  
Marketing & Strategic  
Communications

~~DIRECTOR (D)  
Media Relations  
**A**~~

DIRECTOR (D)  
Legislative Affairs

~~DIRECTOR (D)  
Strategic Partnerships~~

PAY BAND 'D'

MANAGER (C)  
Marketing  
**(4) (2)**

STATION MANAGER (28)  
Broadcasting & Engineering

~~MANAGER II (26)  
Production  
**A**~~

MANAGER (C)  
Media & Community Relations  
**N**

MANAGER (C)  
District Administrative  
Services

~~COORDINATOR (26)  
Strategic Partnerships~~

ASSISTANT DIRECTOR (C)  
Enterprise Project  
Management Office  
**R**

MANAGER (26)  
Graphics  
**A**

~~MANAGER II (25)  
School Services~~

COORDINATOR (27)  
District Community  
Relations  
**A**

COORDINATOR (27)  
Governmental Affairs

~~SPECIALIST (25)  
Communications~~

~~SUPERVISOR I (26)  
Printing Services  
**NG**~~

SPECIALIST (25)  
Communications  
**(2) (1)**

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

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

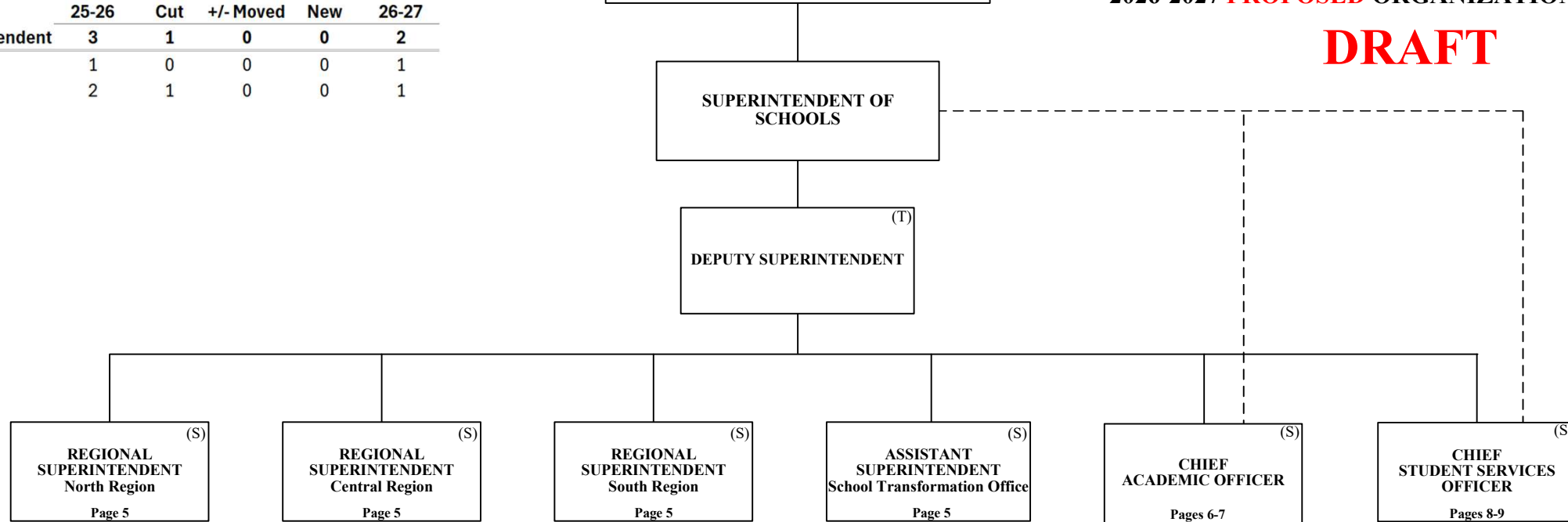
## DEPUTY SUPERINTENDENT

THE SCHOOL BOARD OF BROWARD  
COUNTY, FLORIDA



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

**DRAFT**



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

	25-26	Cut	+/- Moved	New	26-27
Regional Offices	80	9	0	0	71
Chart	24	3	0	0	21
Non-Chart	56	6	0	0	50

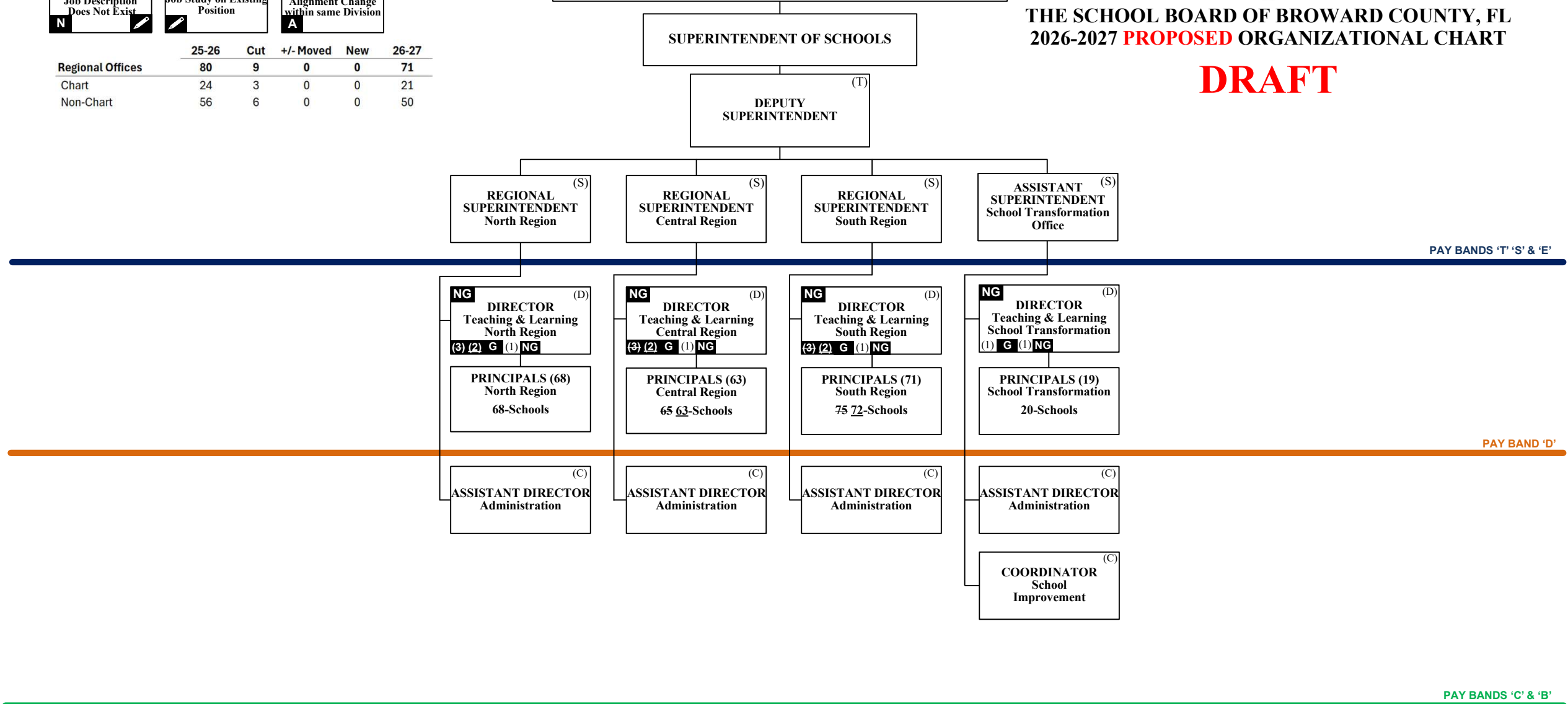
## DEPUTY SUPERINTENDENT Learning Communities



THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

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

DRAFT



Title-Change/ Title Change	New Position Job Description Exists <b>N</b>	Reporting Change from Different Division <b>R</b>	<b>NG</b> Not General Funded
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New Position Job Description Does Not Exist <b>N</b>	Job Study on Existing Position <b>A</b>	Alignment Change within same Division <b>A</b>
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	25-26	Cut	+/- Moved	New	26-27
Academics	427	85	0	4	346
Chart	75	12	0	3	66
Non-Chart	352	73	0	1	280

~~DIRECTOR  
Innovative Learning~~

# DEPUTY SUPERINTENDENT ACADEMICS

THE SCHOOL BOARD OF BROWARD  
COUNTY, FLORIDA



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

**DRAFT**

SUPERINTENDENT OF SCHOOLS

DEPUTY SUPERINTENDENT (T)

CHIEF ACADEMIC OFFICER (S)

~~DIRECTOR  
Professional Learning &  
Development~~

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

DIRECTOR (D)  
Elementary Learning

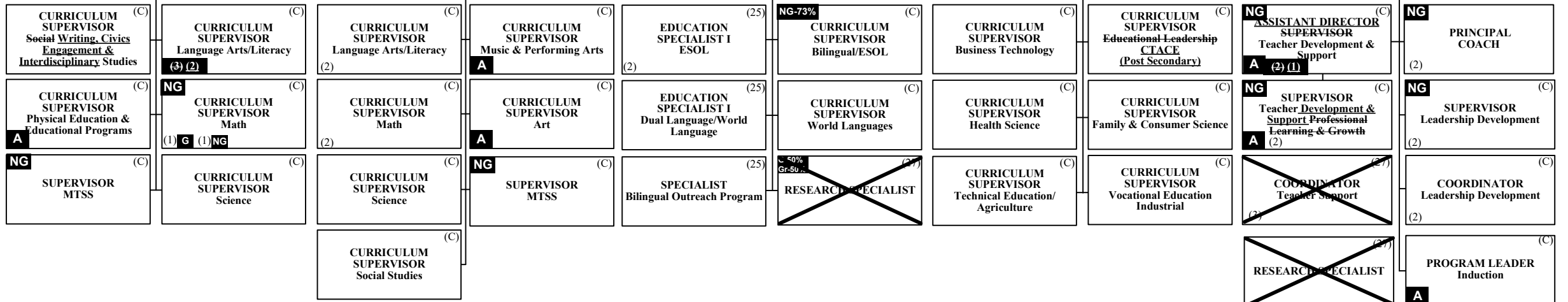
DIRECTOR (D)  
Secondary Learning

DIRECTOR (D)  
Bilingual/ESOL

DIRECTOR (D)  
Career, Technical, Adult,  
Community Education

DIRECTOR (D)  
Leadership Development  
& Teacher Support

PAY BAND 'D'



PAY BANDS 'C' & 'B'

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

	25-26	Cut	+/- Moved	New	26-27
Academics	427	85	0	4	346
Chart	75	12	0	3	66
Non-Chart	352	73	0	1	280

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



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

**DRAFT**

THE SCHOOL BOARD OF BROWARD  
COUNTY, FLORIDA

SUPERINTENDENT OF SCHOOLS

DEPUTY SUPERINTENDENT (T)

CHIEF ACADEMIC OFFICER (S)

EXECUTIVE DIRECTOR (E)  
Enterprise, Analytics &  
Intelligence

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

~~DIRECTOR (D)  
Applied Learning~~

DIRECTOR (D)  
AI & Digital Learning  
**N**

DIRECTOR (D)  
Educational Assessment,  
Analysis & Research

**NG-90%** (D)  
DIRECTOR  
Early Childhood Education

PAY BAND 'D'

**A** (C)  
CURRICULUM SUPERVISOR  
Library Media

**NG-23%** (C)  
**A** SUPERVISOR  
Professional Learning  
Standards & Support

**A** (C)  
CURRICULUM SUPERVISOR  
STEM+C, AI &  
Immersive Learning

**NG** (C)  
MANAGER  
Educational Assessment,  
Analysis & Research

(27)  
RESEARCH SPECIALIST  
(2)

**NG-99%** (C)  
CURRICULUM SUPERVISOR  
Early Childhood Education

(C)  
CURRICULUM SUPERVISOR  
VPK Programs

**N** (C)  
ASSISTANT DIRECTOR  
AI Innovation & Digital  
Learning

~~(25)  
ANALYST  
Training~~

(25)  
**A** ANALYST  
Instructional & Digital  
Material

(27)  
EVALUATION ADMINISTRATOR

(25)  
SPECIALIST  
Testing  
(2)

**NG** (B)  
SPECIALIST  
Early Childhood Education  
(2)

**NG** (C)  
CURRICULUM SUPERVISOR  
School Readiness

**NG** (27)  
**N** PROGRAM MANAGER  
Technology & Support

**NG** (25)  
**A** PROCESS ANALYST  
Professional Learning

~~(C)  
CURRICULUM SUPERVISOR  
Civic Engagement~~

~~(27)  
PROJECT MANAGER  
Technology & Instruction~~

PAY BANDS 'C' & 'B'

Title-Change/ Title Change	New Position Job Description Exists <b>N</b>	Reporting Change from Different Division <b>R</b>	<b>NG</b> Not General Funded
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New Position Job Description Does Not Exist <b>N</b>	Job Study on Existing Position <b>A</b>	Alignment Change within same Division <b>A</b>
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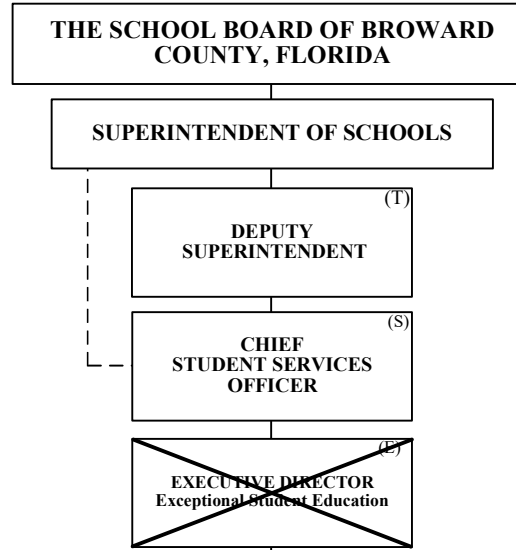
	25-26	Cut	+/- Moved	New	26-27
<b>Student Services</b>	<b>1091</b>	<b>201</b>	<b>0</b>	<b>5</b>	<b>895</b>
Chart	80	18	0	1	63
Non-Chart	1011	183	0	4	832

## DEPUTY SUPERINTENDENT Student Services



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

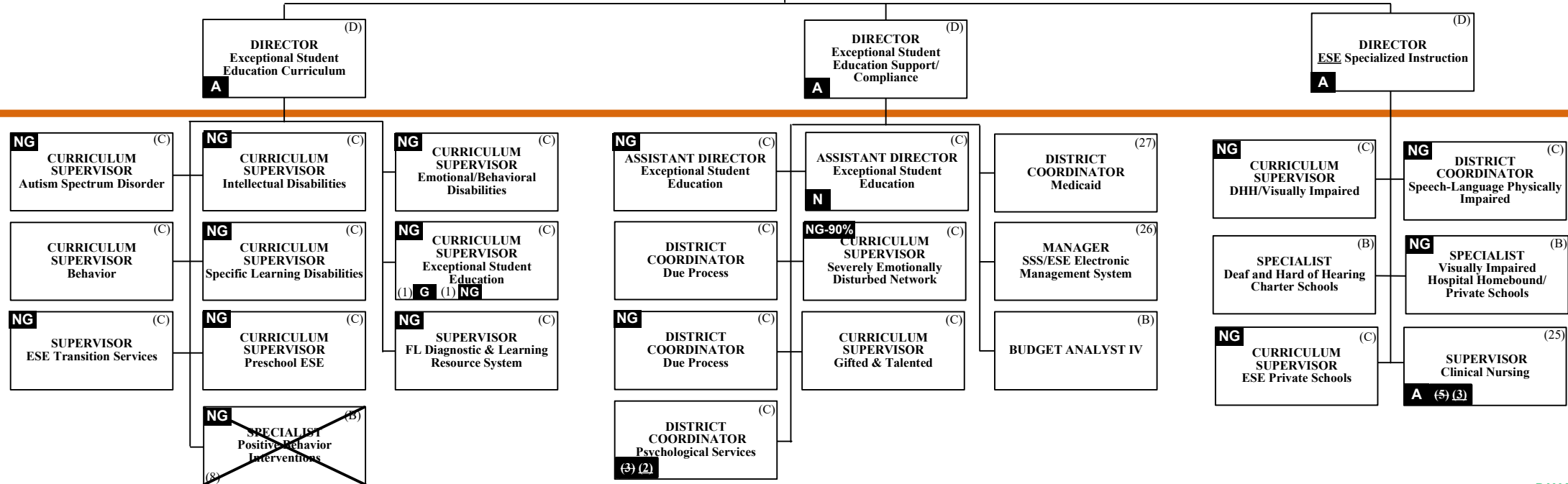
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PAY BANDS 'T' 'S' & 'E'

PAY BAND 'D'

PAY BANDS 'C' & 'B'



Title-Change/ Title Change	New Position Job Description Exists <b>N</b>	Reporting Change from Different Division <b>R</b>	<b>NG</b> Not General Funded
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New Position Job Description Does Not Exist <b>N</b>	Job Study on Existing Position <b>A</b>	Alignment Change within same Division <b>A</b>
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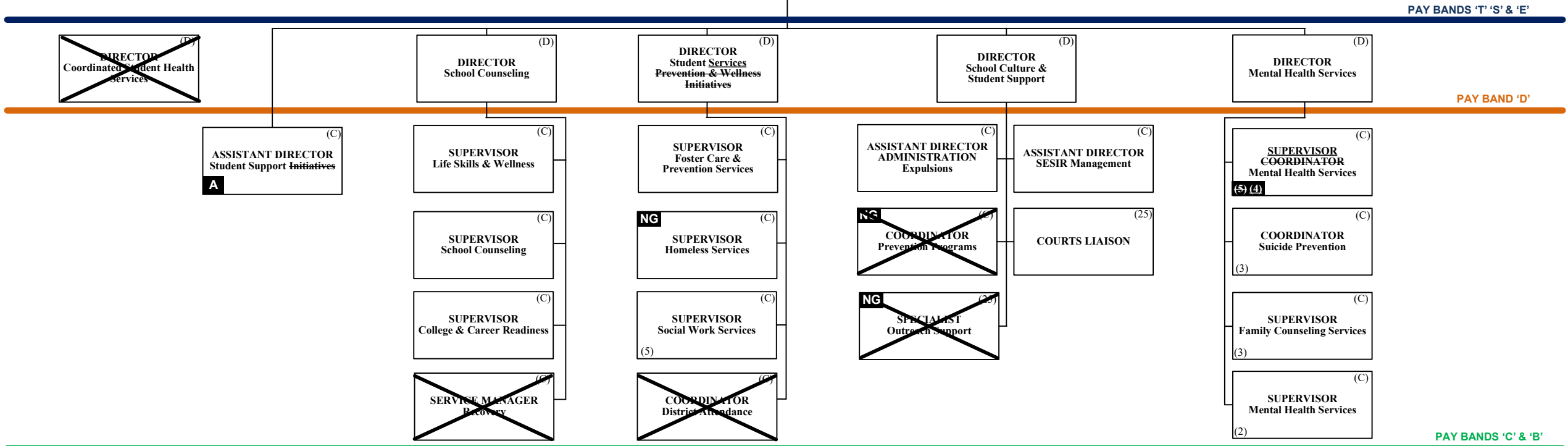
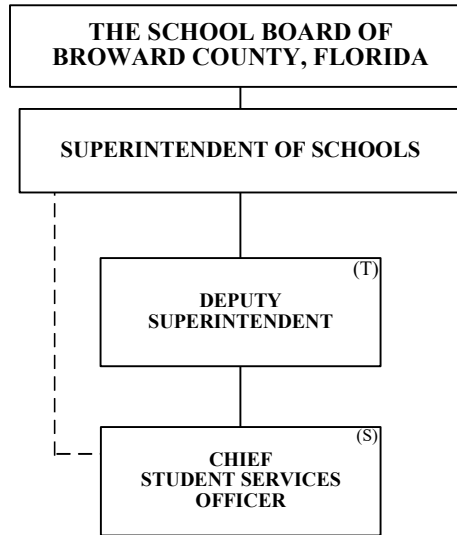
	25-26	Cut	+/- Moved	New	26-27
<b>Student Services</b>	<b>1091</b>	<b>201</b>	<b>0</b>	<b>5</b>	<b>895</b>
Chart	80	18	0	1	63
Non-Chart	1011	183	0	4	832

## DEPUTY SUPERINTENDENT Student Services



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

**DRAFT**



Title-Change/ Title Change	New Position Job Description Exists <b>N</b>	Reporting Change from Different Division <b>R</b>	<b>NG</b> Not General Funded
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New Position Job Description Does Not Exist <b>N</b>	Job Study on Existing Position <b>A</b>	Alignment Change within same Division <b>A</b>
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	25-26	Cut	+/- Moved	New	26-27
Safety & Security	1120	15	0	0	1105
Chart	37	1	0	0	36
Non-Chart	1083	14	0	0	1069

## SAFETY & SECURITY

THE SCHOOL BOARD OF BROWARD  
COUNTY, FLORIDA

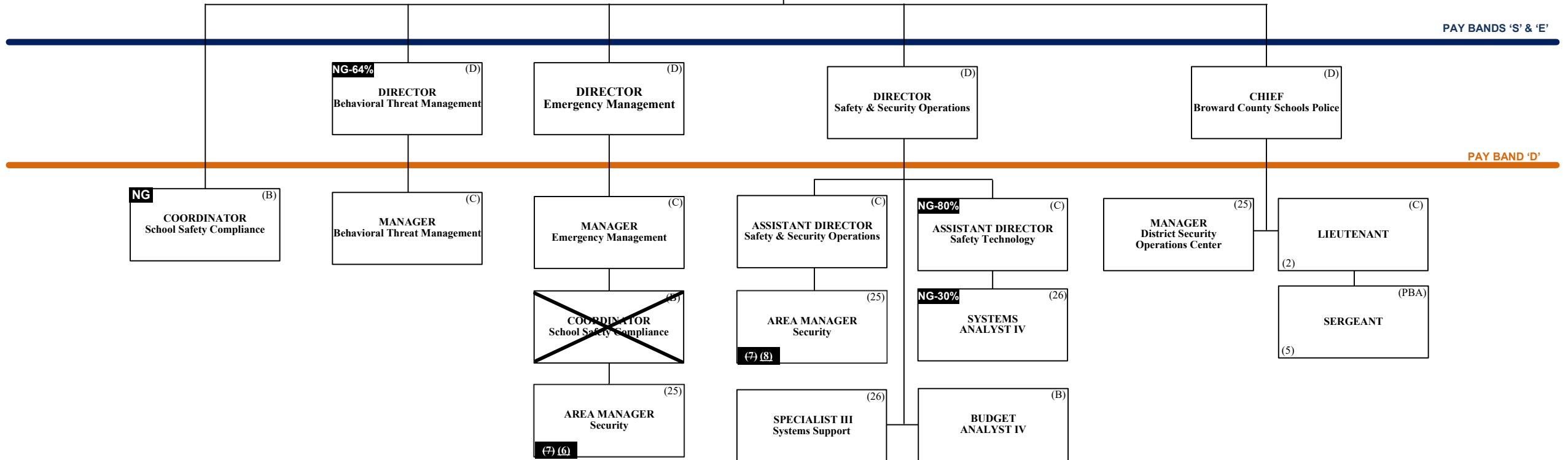
SUPERINTENDENT OF SCHOOLS

CHIEF  
SAFETY & SECURITY  
OFFICER <sup>(S)</sup>



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

DRAFT



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

Title-Change/  
Title Change

New Position  
Job Description  
Exists

Reporting Change  
from Different  
Division

NG  
Not General Funded

New Position  
Job Description  
Does Not Exist

Job Study on Existing  
Position

Alignment Change  
within same Division

	25-26	Cut	+/- Moved	New	26-27
Operations	2398	321	-184	3	2104
Chart	143	22	-33	1	89
Non-Chart	2507	343	-151	2	2015

# OPERATIONS



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

**DRAFT**

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

SUPERINTENDENT OF SCHOOLS

NG-50% (S)  
CHIEF OPERATIONS OFFICER

(E)  
EXECUTIVE DIRECTOR  
Budget

NG (E)  
EXECUTIVE DIRECTOR  
Food & Nutrition Services

(E)  
EXECUTIVE DIRECTOR  
Student Transportation & Fleet Services

~~(E)  
EXECUTIVE DIRECTOR  
Procurement & Logistic Operations~~

PAY BANDS 'S' & 'E'

NG (D)  
DIRECTOR  
FINANCE  
Food & Nutrition Services

NG (D)  
DIRECTOR  
Food & Nutrition Services

NG (D)  
DIRECTOR  
Food & Nutrition Services  
Information Systems

(D)  
DIRECTOR  
Student Transportation & Fleet Services

NG (D)  
DIRECTOR  
Facility Planning & Real Estate

NG-90% (D)  
CHIEF FIRE OFFICIAL

PAY BAND 'D'

~~NG (C)  
ASSISTANT DIRECTOR  
Food & Nutrition Services~~

NG (C)  
COORDINATOR  
Food & Nutrition Services  
(2)

(C)  
ASSISTANT DIRECTOR  
Transportation Operations & Special Needs Transportation

(B)  
MANAGER I  
Transportation Terminal  
(2)

(C)  
MANAGER  
Centralized Routing

NG (C)  
MANAGER  
Real Estate & Growth Management

NG (C)  
SENIOR PROPERTY  
COORDINATOR

~~(C)  
SENIOR PLANS EXAMINER/  
INSPECTOR  
Fire~~

NG (B)  
AREA SUPERVISOR  
Food & Nutrition Services  
A (4) (10)

NG (25)  
SUPERVISOR  
Food & Nutrition Services  
Equipment & Supplies

(C)  
MANAGER II  
Transportation Terminal  
(2)

~~(C)  
SUPERVISOR  
Special Needs Transportation~~

(27)  
MANAGER  
Transportation Operations

NG (27)  
PLANNER  
Growth Management

NG (26)  
PROPERTY  
COORDINATOR

NG-90% (25)  
PLANS EXAMINER/  
INSPECTOR  
Fire  
A (3)

NG (B)  
AREA SUPERVISOR  
Special Programs  
Food & Nutrition Services  
A (2)

NG (26)  
PROGRAM MANAGER  
Nutrition, Education & Training

(27)  
ACCOUNTANT V

(C)  
MANAGER I  
Vehicle Maintenance

(27)  
SENIOR DATA ANALYST  
Transportation

~~NG (27)  
PLANNER  
Growth Management  
Monitoring~~

NG-90% (25)  
SENIOR INSPECTOR II  
Fire Safety

~~(25)  
SPECIALIST  
ADA Accessibility~~

(25)  
SUPERVISOR  
Vehicle Maintenance  
(2)

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

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

	25-26	Cut	+/- Moved	New	26-27
Operations	2398	321	-184	3	2104
Chart	143	22	-33	1	89
Non-Chart	2507	343	-151	2	2015

# OPERATIONS

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

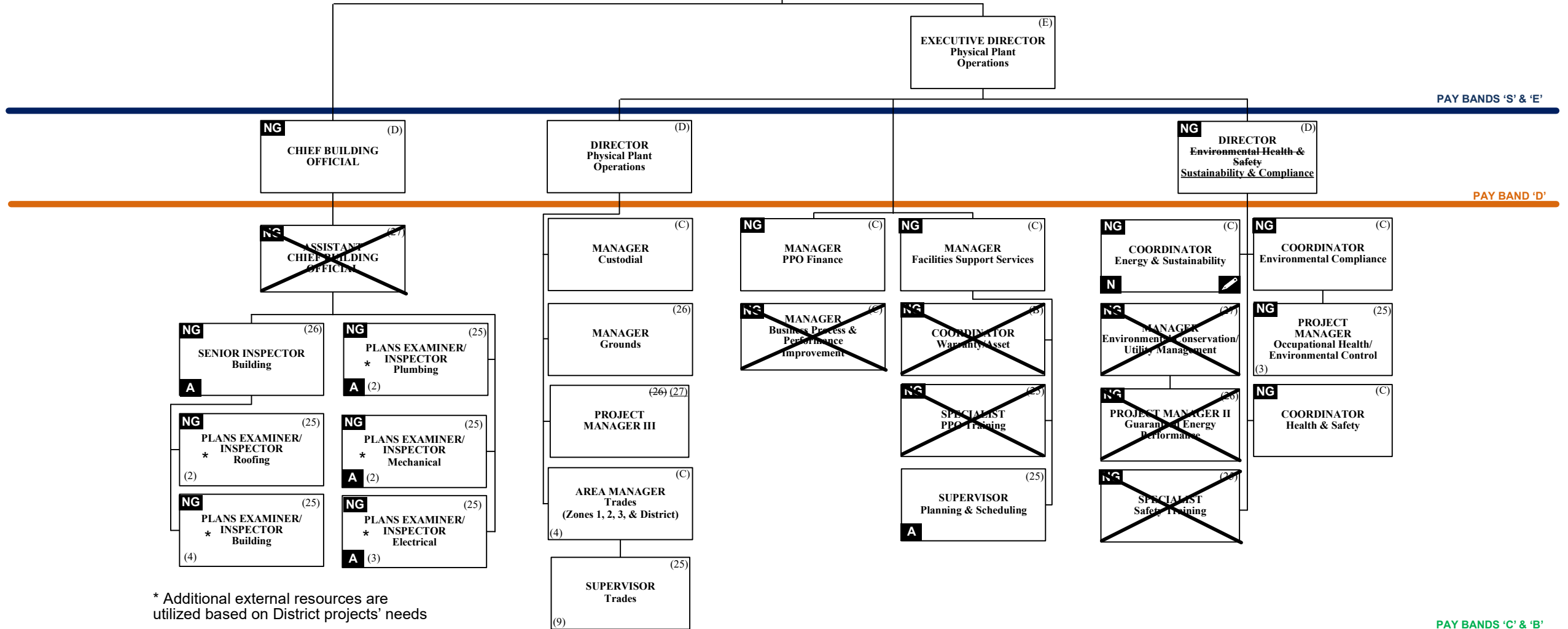
SUPERINTENDENT OF SCHOOLS

**NG-50%** CHIEF OPERATIONS OFFICER (S)



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

**DRAFT**



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

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

Title-Change/ Title Change	New Position Job Description Exists <b>N</b>	Reporting Change from Different Division <b>R</b>	<b>NG</b> Not General Funded
-------------------------------	---	--	---------------------------------

New Position Job Description Does Not Exist <b>N</b>	Job Study on Existing Position <b>A</b>	Alignment Change within same Division <b>A</b>
---	---	--

	25-26	Cut	+/- Moved	New	26-27
Facilities	0	0	42	0	42
Chart	0	0	23	0	23
Non-Chart	0	0	19	0	19

## FACILITIES

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

SUPERINTENDENT OF SCHOOLS

**NG** (E) (S)  
CHIEF FACILITIES OFFICER  
**R**

(E)  
EXECUTIVE DIRECTOR  
Capital Programs



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

**DRAFT**

(E)  
EXECUTIVE DIRECTOR  
Budget  
**N**

PAY BANDS 'S' & 'E'

**NG** (D)  
DIRECTOR  
Capital Budget  
**R**

**NG** (D)  
DIRECTOR  
Construction

**NG** (D)  
DIRECTOR  
Pre-Construction

PAY BAND 'D'

**NG** (C)  
ASSISTANT DIRECTOR  
Capital Budget

**NG** (27)  
CAPITAL  
NETWORK SYSTEMS  
ADMINISTRATOR

**NG** (C)  
MANAGER  
Construction  
(2)

**NG** (27)  
PROJECT  
MANAGER III  
(2)

**NG** (C)  
MANAGER  
Construction Operations

**NG** (C)  
MANAGER  
ADA Accessibility  
(2)

**NG** (C)  
MANAGER  
Mechanical Engineering

**NG** (C)  
MANAGER  
Electrical Engineering

**NG** (27)  
COORDINATOR  
Florida Inventory of  
School Houses  
(FISH)

**NG** (27)  
CAPITAL BUDGET  
ANALYST V

**NG** (27)  
CAPITAL  
PAYMENT REVIEW  
SUPERVISOR

**NG** (C)  
MANAGER  
Architectural Engineering

**NG** (27)  
COORDINATOR  
Facility Planning &  
Educational Programming

**NG** (27)  
PROJECT  
MANAGER III

**NG** (25)  
CAPITAL BUDGET  
ANALYST IV

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

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

	25-26	Cut	+/- Moved	New	26-27
Information Systems	210	27	-2	0	181
Chart	58	8	-1	0	49
Non-Chart	152	19	-1	0	132

# INFORMATION SYSTEMS

THE SCHOOL BOARD OF BROWARD  
COUNTY, FLORIDA



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

**DRAFT**

SUPERINTENDENT OF SCHOOLS

CHIEF  
INFORMATION  
OFFICER (S)

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

DIRECTOR (D)  
Information Security  
& Assurance

**NG-20%** (D)  
DIRECTOR  
Project Management Office

PAY BAND 'D'

(26)  
CYBER SECURITY  
SOFTWARE ENGINEER

(27)  
SENIOR  
SECURITY ANALYST

(C)  
ASSISTANT DIRECTOR  
IT Business  
Technology

**NG-90%** (C)  
ASSISTANT DIRECTOR  
Technology Project  
Management

(C)  
ASSISTANT DIRECTOR  
Technology Training &  
Enablement

~~(C)  
ADMINISTRATOR  
ERP Compliance~~

(26)  
SECURITY ANALYST  
**(2) (1)**

(26)  
EXAMINER  
Digital Forensics

**NG** (27)  
**(2) (1)**  
SENIOR PROJECT  
MANAGER

**NG** (27)  
**(2) (1)**  
SENIOR PROJECT  
MANAGER

(26)  
CYBER THREAT  
DEFENDER

(26)  
SPECIALIST III  
Systems Support

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

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

	25-26	Cut	+/- Moved	New	26-27
Information Systems	210	27	-2	0	181
Chart	58	8	-1	0	49
Non-Chart	152	19	-1	0	132

# INFORMATION SYSTEMS

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA



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

**DRAFT**

SUPERINTENDENT OF SCHOOLS

CHIEF INFORMATION OFFICER (S)

EXECUTIVE DIRECTOR Technology Operations (E)

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

DIRECTOR Data Intelligence (D)  
**A**

DIRECTOR Infrastructure Services (D)

**NG** DIRECTOR Application Services (D)

DIRECTOR Technology Support Services (D)

PAY BAND 'D'

ASSISTANT DIRECTOR Data Quality & Compliance (C)

ASSISTANT DIRECTOR Data Analytics (C)

ASSISTANT DIRECTOR Infrastructure Management (C)

**NG** ASSISTANT DIRECTOR Management Systems (C)

ASSISTANT DIRECTOR ERP (C)

ASSISTANT DIRECTOR Client Infrastructure (C)

ASSISTANT DIRECTOR Technology Operations (C)

SYSTEMS ANALYST IV (26)

SYSTEMS ANALYST IV (26)

SENIOR SYSTEMS PROGRAMMER (27)

~~MANAGER Database Administration (27)~~

**NG** SYSTEMS ANALYST IV (26)  
(2)

MANAGER IT ERP FICO & BI (27)

**NG-40%** MANAGER IT ERP HCM (27)

SUPERVISOR I IT (25)

SYSTEMS ANALYST IV (26)  
**A**

ASSISTANT DIRECTOR Artificial Intelligence (C)

SYSTEMS ENGINEER (26)

SENIOR ANALYST Telecommunications (25)

PROCESS ANALYST Web Services (25)

PROCESS ANALYST ERP (25)

PROCESS ANALYST Payroll (25)  
**A**

SUPERVISOR I IT (25)  
**A**

~~ASSISTANT DIRECTOR Student Information Systems (C)~~

~~SYSTEMS ENGINEER (C)~~

IT SYSTEMS ARCHITECT (C)

ENGINEER II IT NOC & Maintenance (25)  
(2)

PROCESS ANALYST Funds Management & PBC (25)

PROCESS ANALYST Business System Intelligence (25)

MANAGER IT ERP Development & Support (27)  
**A**

~~SYSTEMS ANALYST IV (26)~~

~~ASSISTANT DIRECTOR Technology Support Center (C)~~

BASIS ADMINISTRATOR (26)

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

Title-Change/ Title Change	New Position Job Description Exists <b>N</b>	Reporting Change from Different Division <b>R</b>	<b>NG</b> Not General Funded
-------------------------------	---	--	---------------------------------

New Position Job Description Does Not Exist <b>N</b>	Job Study on Existing Position <b>N</b>	Alignment Change within same Division <b>A</b>
---	---	--

	25-26	Cut	+/- Moved	New	26-27
Human Resources	110	28	0	5	87
Chart	33	7	0	1	27
Non-Chart	77	21	0	4	60

# HUMAN RESOURCES



THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

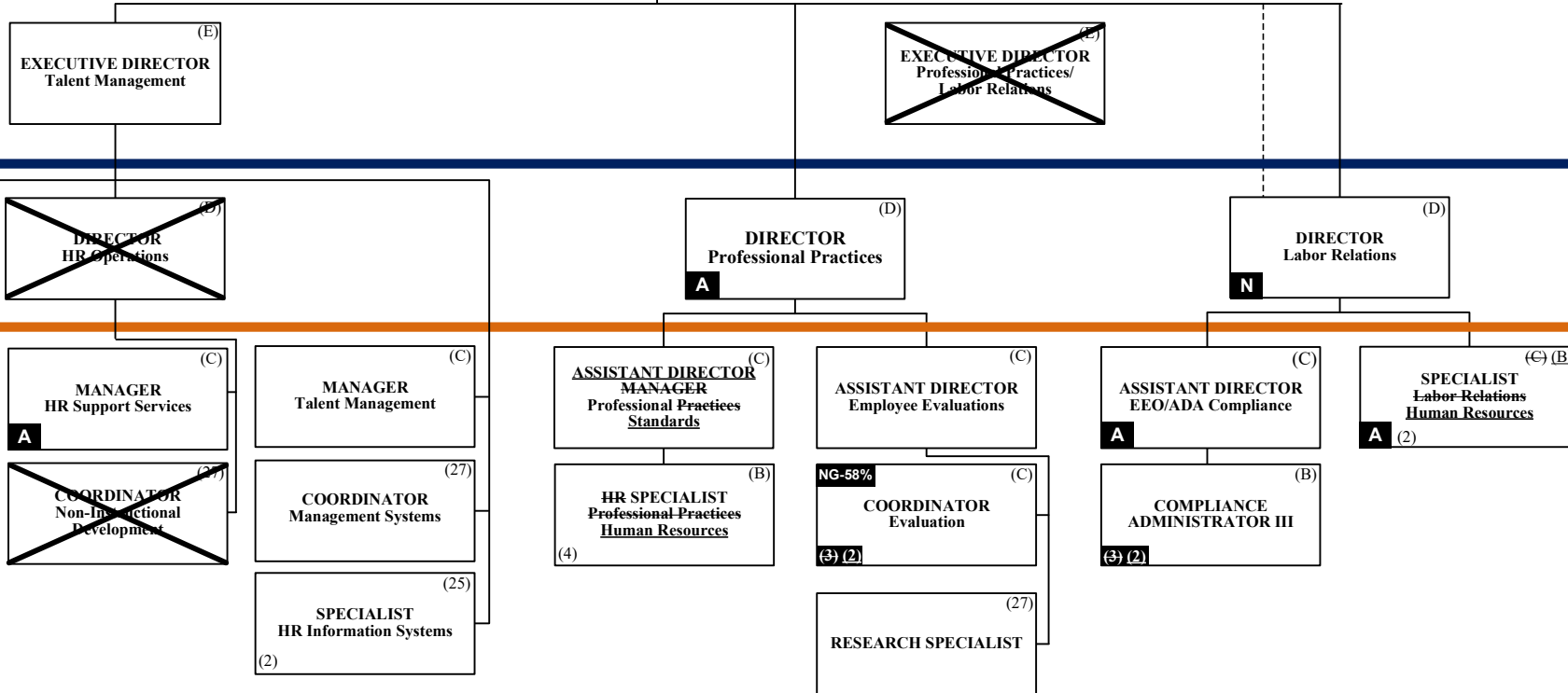
SUPERINTENDENT OF SCHOOLS

Collective Bargaining

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

**DRAFT**

CHIEF HUMAN RESOURCES OFFICER



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**

**DRAFT**

Title-Change/ Title Change	New Position Job Description Exists <b>N</b>	Reporting Change from Different Division <b>R</b>	<b>NG</b> Not General Funded
-------------------------------	---	--	---------------------------------

New Position Job Description Does Not Exist <b>N</b>	Job Study on Existing Position <b>A</b>	Alignment Change within same Division <b>A</b>
---	---	--

	25-26	Cut	+/- Moved	New	26-27
Finance	250	45	145	3	353
Chart	83	11	11	3	86
Non-Chart	167	34	134	0	267

THE SCHOOL BOARD OF BROWARD  
COUNTY, FLORIDA

SUPERINTENDENT OF SCHOOLS

**NG-20%** (S)  
CHIEF FINANCIAL  
OFFICER

(E)  
EXECUTIVE DIRECTOR  
Budget  
**N**

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

~~DIRECTOR  
Budget (E)~~

(D)  
DIRECTOR  
Grants Administration  
**A**

~~DIRECTOR  
Business Support Center (E)~~

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

(D)  
DIRECTOR  
Accounting & Financial  
Reporting

(D)  
DIRECTOR  
Procurement  
& Logistic Operations  
**R**

PAY BAND 'D'

(C)  
ASSISTANT DIRECTOR  
School-Budget Support  
**A**

(C)  
SENIOR MANAGER  
Grant Programs

(C)  
ASSISTANT DIRECTOR  
Business Support Center  
**A**

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

(C)  
ACCOUNTANT V

(C)  
MANAGER  
Strategic Sourcing  
Procurement

(C)  
MANAGER  
Procurement Compliance

**NG** (C)  
MANAGER  
Contract Administration  
**R** (+) (2)

(27)  
BUSINESS ANALYST  
**A** (2) (1)

(C)  
BUDGET ANALYST V  
**A**

(26)  
MANAGER  
Grant Programs Oversight  
(2)

(27)  
MANAGER  
Budget  
**A**

~~COORDINATOR  
Supplier & Outreach  
Program (E)~~

(27)  
MANAGER  
Accounts Payable

(C)  
MANAGER  
Warehousing Services

**NG-20%** (C)  
SENIOR PROCESS  
ANALYST  
(2)

(27)  
EVALUATION  
ADMINISTRATOR  
**A**

(B)  
BUDGET ANALYST IV  
**A** (3) (2)

(25)  
GRANTS  
ADMINISTRATOR  
Accountability & Reporting

(27)  
BUSINESS ANALYST  
**A**

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

~~ACCOUNTANT V  
(E)~~

**NG-60%** (C)  
MANAGER  
Construction Sourcing

(25)  
PROCESS ANALYST  
Procurement  
(3) (2)

(C)  
ASSISTANT DIRECTOR  
District Budgets &  
Revenue  
**A**

(C)  
BUDGET ANALYST V  
**A**

(25)  
PROCESS ANALYST  
Business Support Center  
**A**

**NG-49%  
G-50%** (27)  
~~ACCOUNTANT V  
(E)~~

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

**NG** (25)  
PURCHASING  
AGENT IV  
Construction

(25)  
PURCHASING  
AGENT IV  
(2) (1)

~~BUDGET  
ANALYST IV (E)~~  
(3)

**NG** (B)  
BUDGET  
ANALYST IV

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

~~ASSISTANT DIRECTOR  
Accounting & Financial  
Reporting (E)~~

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

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

**FINANCE**

**Management/Workers' Compensation/Grants/Benefits/Federal Programs**



THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

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

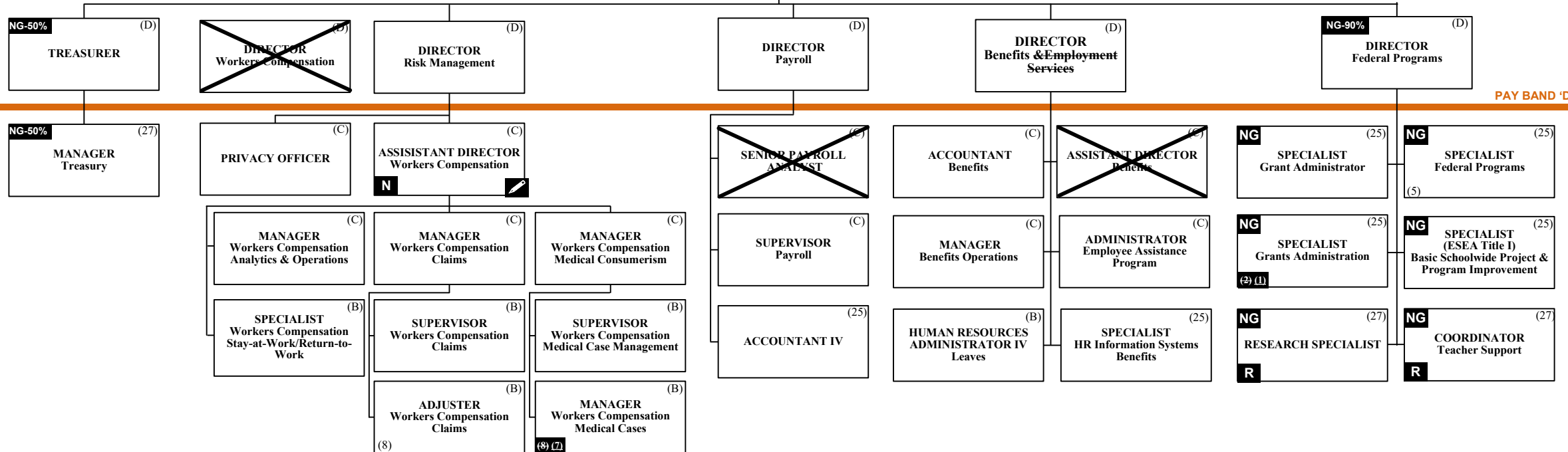
**DRAFT**

	25-26	Cut	+/- Moved	New	26-27
Finance	250	45	145	3	353
Chart	83	11	11	3	86
Non-Chart	167	34	134	0	267

SUPERINTENDENT OF SCHOOLS

**C-20%  
G-80%** (S)  
CHIEF FINANCIAL OFFICER

PAY BANDS 'S' & 'E'



PAY BAND 'D'

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

# STRATEGY & INNOVATION



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

**DRAFT**

Title-Change/ Title Change	New Position Job Description Exists <b>N</b>	Reporting Change from Different Division <b>R</b>	<b>NG</b> Not General Funded
-------------------------------	---	--	---------------------------------

New Position Job Description Does Not Exist <b>N</b>	Job Study on Existing Position <b>A</b>	Alignment Change within same Division <b>A</b>
---	---	--

	25-26	Cut	+/- Moved	New	26-27
Strategy & Innovation	78	11	8	1	76
Chart	24	2	2	1	25
Non-Chart	54	9	6	0	51

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

SUPERINTENDENT OF SCHOOLS

CHIEF STRATEGY & INNOVATION OFFICER (S)

~~EXECUTIVE DIRECTOR  
Strategic Initiative  
Management (S)~~

PAY BANDS 'S' & 'E'

DIRECTOR (D)  
Magnet & Innovative Programs

DIRECTOR (D)  
Before & After School Care/  
Family & Community Engagement

DIRECTOR (D)  
Athletics & Student Activities

~~DIRECTOR (D)  
Enterprise Project  
Management Office~~

DIRECTOR (D)  
Strategic Initiatives & Performance Management  
**A**

DIRECTOR (D)  
Demographics & Enrollment Planning

DIRECTOR (D)  
Charter Schools Management/Support

PAY BAND 'D'

COORDINATOR (C)  
Home School Education

ASSISTANT DIRECTOR (C)  
Family & Community Engagement  
**R**

**NG** COORDINATOR (C)  
JROTC & Military Programs

**N** ASSISTANT DIRECTOR (C)  
Enterprise Project Management Office

COORDINATOR (C)  
Performance Management

SPECIALIST (27)  
Demographer/Statistician

COORDINATOR (27)  
Charter Schools (2)

ASSISTANT DIRECTOR (C)  
School/Venture Design Support

SPECIALIST (25)  
Magnet & Innovative Programs

SPECIALIST (25)  
Family Engagement  
**R**

**NG** CURRICULUM SUPPORT SPECIALIST (25)  
JROTC & Military Programs

ASSISTANT DIRECTOR (C)  
Enterprise Project Management Office

COORDINATOR (C)  
Performance Management

SPECIALIST (27)  
Demographer/Statistician

CURRICULUM SUPERVISOR (C)  
Literacy (2)

EDUCATION SPECIALIST I (25)  
ESOL

MANAGER (C)  
School Choice

SPECIALIST (25)  
Community Engagement  
**R**

**NG** CURRICULUM SUPPORT SPECIALIST (25)  
JROTC & Military Programs

ASSISTANT DIRECTOR (C)  
Enterprise Project Management Office

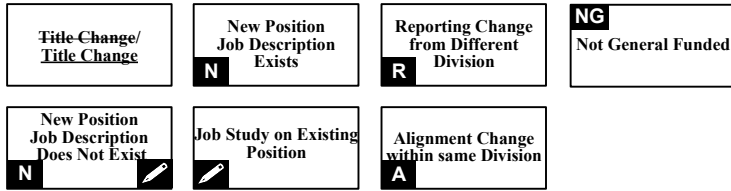
COORDINATOR (C)  
Performance Management

SPECIALIST (27)  
Demographer/Statistician

ACCOUNTANT IV (25)

EDUCATION SPECIALIST I (25)  
ESOL

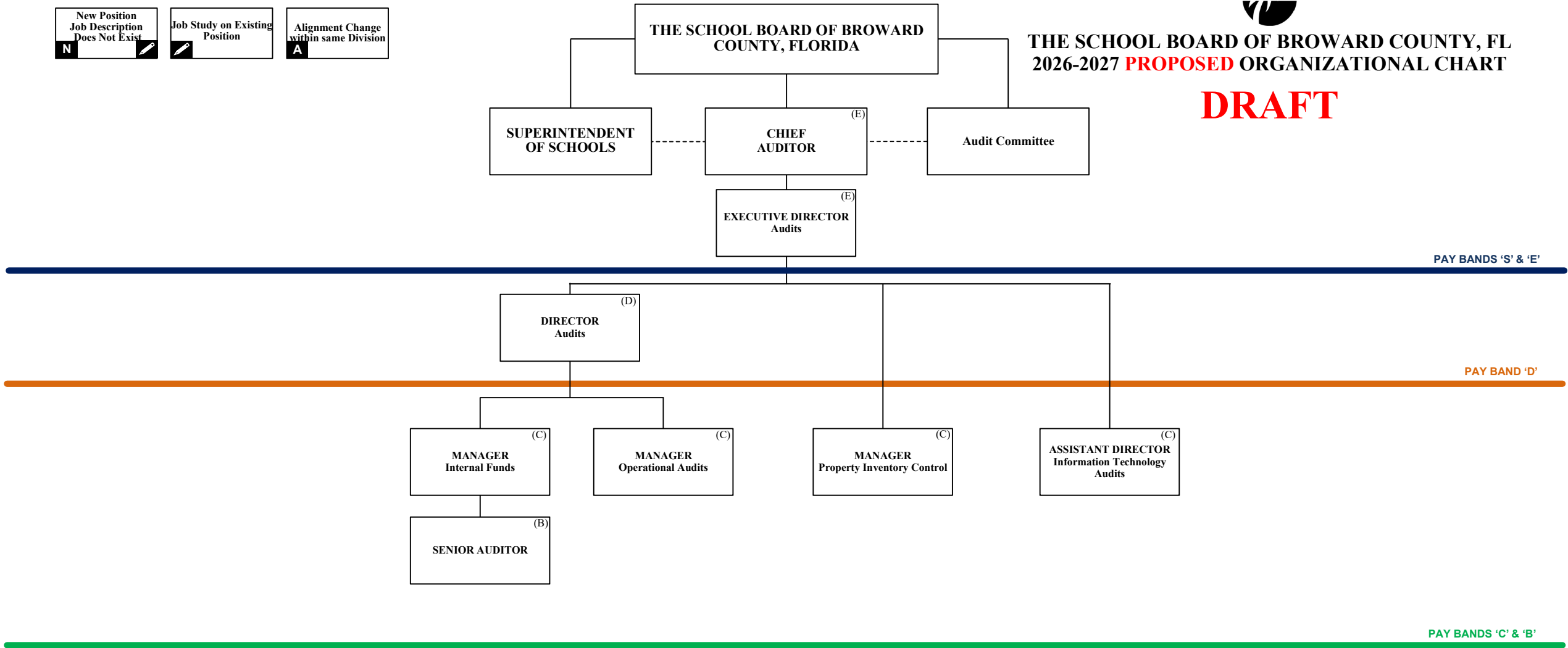
PAY BANDS 'C' & 'B'  
PAY GRADES 25-28



# AUDITOR

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

**DRAFT**



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

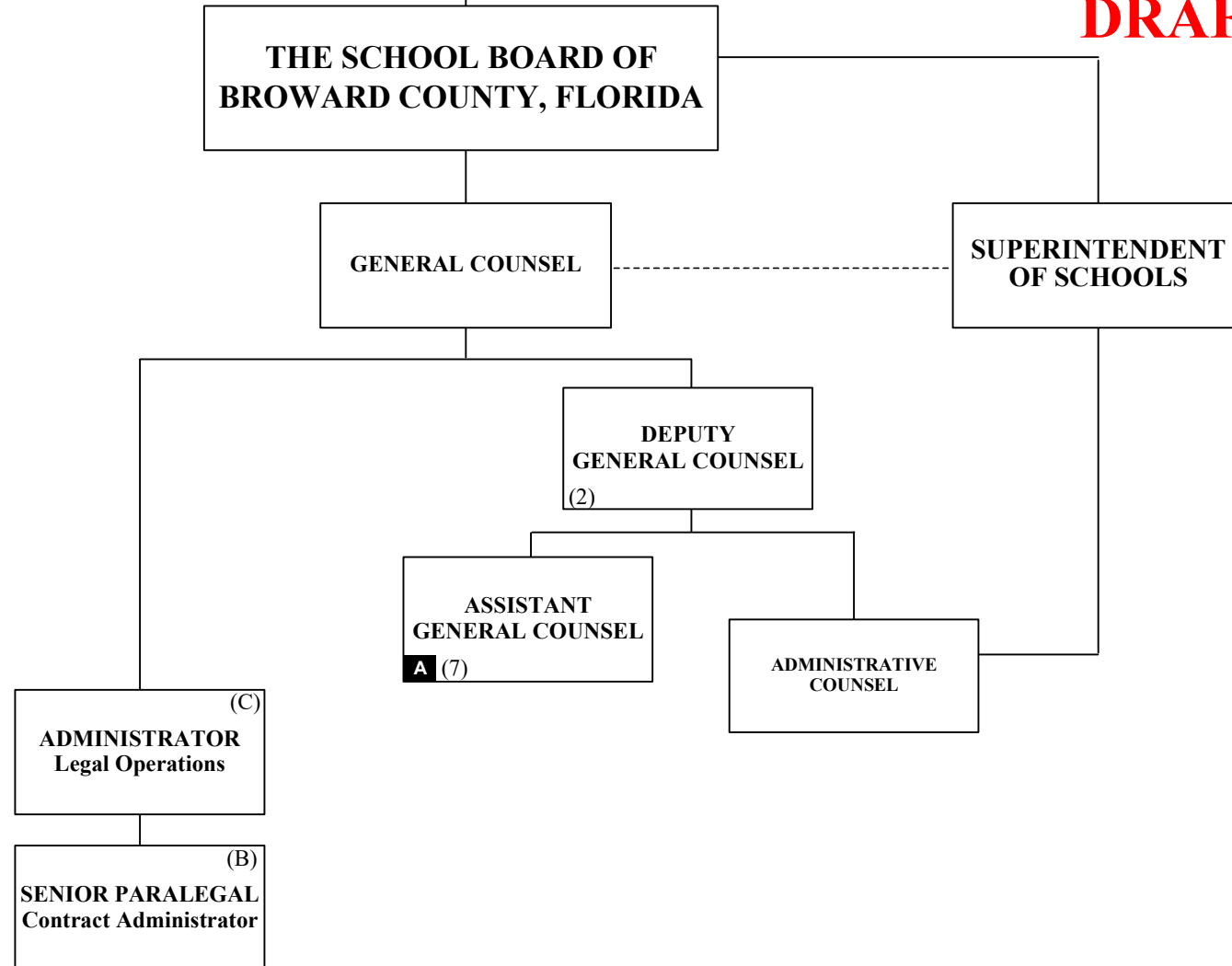
**GENERAL COUNSEL**

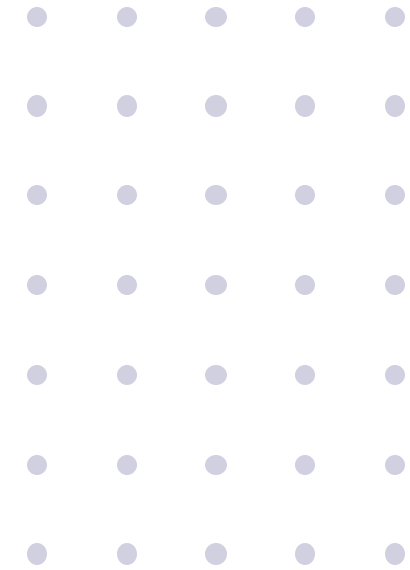
**BROWARD COUNTY  
COMMUNITY**



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

**DRAFT**





# Central Office Staffing Optimization Review

Broward County Public Schools

April 2026

# Session Overview

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We will ground in historical context, outline our approach, and review recommended path forward.



## Historical Data + Context

High-level overview of historical and current state



## Goals & Approach

Using data, peer benchmarks, and student-first guardrails to ensure feasibility and sustainability



## Data & Analysis

Benchmarking results, scenario comparisons, and staffing analysis



## Recommendations & Future Exploratory Work

Prioritized reduction plan balancing solvency, disruption, restructuring, and operational improvements

# Approach: Process & Inputs

Structured analysis was tested against defined goals, guardrails, and feasibility constraints to develop sound recommendations.

## Tested Goals & Guardrails

**Required Scale:** At least one scenario achieves ~1,000 positions

**Student First Protections:** Reductions prioritize roles furthest from students and avoids adjustments to teachers, school-based staff security, facilities, transportation, and food service

**What Counts:** Eliminations, vacancies, delimits, consolidations / reclassifications, and contractors

**Non-Negotiables:** Full legal, contractual, and union compliance

## Approach

**Benchmarked Peer Districts:** Compared central office structure, staffing, and spend across 5 peer districts: Miami-Dade, Palm Beach, Hillsborough, Orange County, and Duval. Grounded recommendations in national best practices and high-performing district models as needed.

**Analyzed District Data:** Reviewed HR and finance data across all major central office divisions.

**Engaged Division Leaders:** Gathered input from 74 department leaders on roles, priorities, and reduction opportunities

**Cross-walked Identified Reductions:** Reviewed initial reduction and restructuring opportunities surfaced. Validated findings, assessed estimated savings, and evaluated implementation considerations.

**Held Chief Interviews:** Held interviews with each Chief to discuss proposed reductions, potential restructuring, and opportunities for increased efficiencies.

## Recommendations

# Peer District Benchmarking: By the Numbers

**Broward central office is above peer median on position count and spend – indicating the need for structural review.**

District	Chief Level Roles	Supt. Direct Reports	Total CO Positions	CO per 1K Students	CO as % Total Staff	Approx. Admin Spend per Student	Approx. Admin Spend as % Total
<b>Broward ★</b>	<b>7</b>	<b>8</b>	<b>▲ 6,613</b>	<b>28</b>	<b>▲ 20%</b>	<b>▲ \$1,279</b>	<b>▲ 11%</b>
Peer Median	10	11	<b>6,206</b>	28	<b>17%</b>	<b>\$1,164</b>	<b>9%</b>
<b>Miami-Dade</b>	11	12	<b>8,379</b>	25	<b>17%</b>	<b>\$869</b>	<b>7%</b>
<b>Palm Beach</b>	7	9	<b>6,043</b>	32	<b>16%</b>	<b>\$1,187</b>	<b>9%</b>
<b>Hillsborough</b>	11	4	<b>6,206</b>	28	<b>17%</b>	<b>\$746</b>	<b>8%</b>
<b>Orange County</b>	9	11	<b>6,359</b>	31	<b>17%</b>	<b>\$1,164</b>	<b>10%</b>
<b>Duval County</b>	10	12	<b>3,592</b>	28	<b>18%</b>	<b>\$1,257</b>	<b>12%</b>

## Data Limitations

- Because peer districts define CO differently, data was coded consistently to include counselors, social workers, psychologists, support staff, officials, administrators, managers, and consultants.
- Expense calculations include administrative expenditures only.




If Broward reduced central-office staffing by **1,000 positions**, its central office share would **decline from 20% to 17%**.

If the district were to **reduce 3,000 central office positions**, the **share would be 11%**.

# Peer District Benchmarking: Structural Differences

Peer districts facing similar enrollment trends have simplified structures and consolidated functions. Broward's higher administrative footprint suggests an opportunity to reassess how the system is organized.

## Structural Drivers of Higher Cost and Complexity in Broward

 <p><b>Middle-Layer Density</b></p> <p>Excess management layers between Chiefs and frontline</p>	 <p><b>Fragmented Functions</b></p> <p>Duplicated or distributed functions that peers consolidate into shared services</p>	 <p><b>Non-Instructional Footprint</b></p> <p>Heavier non-classroom staffing than comparable districts</p>	 <p><b>Higher Administrative Cost Share</b></p> <p>Cost pressure is likely embedded in structure, not just staffing levels</p>
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District	Key Takeaway	What It May Mean for Broward
Miami-Dade	Lower admin spend share despite larger size	<b>Broward may carry more cost in distributed admin functions than its size warrants</b>
Palm Beach	Similar admin dollars overall with fewer positions	<b>Consolidation opportunities likely in Broward's central office functions</b>
Hillsborough	Lower admin cost at similar scale with fewer reporting layers	<b>Opportunity to simplify Broward's reporting structures</b>
Orange County	Similar total spend at smaller scale with fewer layers	<b>Broward may carry more mid-tier management layering than needed</b>
Duval County	Lower non-teacher staffing density and CO spend	<b>Broward has a heavier non-instructional support footprint</b>

# Scenario Development and Rationale

The scenarios reflect a recommendation we believe appropriately balances advancing financial goals while protecting core student services.

## SUPERINTENDENT RECOMMENDATION EXTERNALLY VALIDATED

- Per Superintendent directive, includes Chief identified reductions of 15% or more by division
- Prioritizes reductions furthest from students (e.g., avoids Safety & Security)
- Complies with all legal, structural, and union obligations
- Closely evaluated a sub-set of positions:
  - All positions vacant or unfilled
  - Highest potential for AI integration/automation
  - Outdated programs/initiatives

### ★ Recommended path forward

*Balanced approach: solvency + service continuity*

## MAXIMUM ACTION REDUCTIONS NOT RECOMMENDED

- All reductions included in Superintendent recommendation, plus:
  - Cuts to some student-facing functions (e.g., safety & security, bus drivers, student support services, cafeteria, facilities)
  - Review of positions in hopes of future automation
  - Cuts to most vacancies

**Maximum action: high-risk**

# ★ Superintendent Recommendation (*Externally Validated*)

**Recommended path forward:** Balances urgency with operational stability and preserves the District's ability to serve students while building toward longer-term solutions.

**803**

Positions Identified for Reduction  
~80% of target 1,000 positions  
(As of 4/15)

**~\$36.6M\***

Net Cost Savings  
~53% of target \$75M  
*\*As of 4/8; currently excluding savings from ~18 cut positions*

**465**

Reduced Positions Contributing to **General Fund** Cost Savings  
(As of 4/8)

**~\$27M\***

**General Fund** Cost Savings  
*\*As of 4/8; currently excluding savings from ~18 cut positions*

## Reduction Breakdown

Metric	Count / Amount
<b>Total Positions Reduced</b> (as of 4/15)	<b>803</b>
Reduced Positions Contributing to General Fund Cost Savings (as of 4/8)	476
% Reductions Director & Above	16%
% Reductions to Organizational Leaders	15%
% Reductions to Organizational Executors	13%

## Savings Breakdown

Metric	Count / Amount
<b>Net Cost Savings</b> (as of 4/8)	<b>\$36.6M</b>
<b>General Fund</b> (as of 4/8)	<b>\$27M</b>
Not General Fund (as of 4/8)	\$12.1M
Role Shifts & Reclassifications (as of 4/8)	-\$2.5M

**Note:** Position cuts and estimated savings will continue to be updated on a rolling basis.

Savings exclude delimited positions and vacancies before 8/15/2025.

Because some reductions are not currently active positions, the total personnel reduction is larger than the immediate cost savings impact.

# Maximum Action Reductions *(Not Recommended)*

**High Risk: Meets numeric targets but introduces significant risk to student-facing services and system stability.**

**1000**

Positions Identified for Reduction  
*(As of 4/15)*

**~\$9M**

Additional Net Cost Savings  
*(As of 4/8)*

**589**

Reduced Positions Contributing  
to **General Fund** Cost Savings  
*(As of 4/8)*

**~\$7M**

Additional **General Fund** Cost Savings  
*(As of 4/8)*

## Reduction Breakdown

## Savings Breakdown

Metric	Count / Amount
<b>Total Positions Reduced</b> <i>(as of 4/15)</i>	<b>1000</b>
Reduced Positions Contributing to General Fund Cost Savings <i>(as of 4/8)</i>	589
% Reductions Director & Above	16%
% Reductions to Organizational Leaders	18%
% Reductions to Organizational Executors	19%

Metric	Count / Amount
<b>Net Cost Savings</b> <i>(as of 4/8)</i>	<b>\$45.5M</b>
<b>General Fund</b> <i>(as of 4/8)</i>	<b>\$34M</b>
Not General Fund <i>(as of 4/8)</i>	\$14M
Role Shifts & Reclassifications <i>(as of 4/8)</i>	-\$2.5M

**Note:** These reductions will require upfront investments not accounted for that will ultimately reduce net savings.

Additionally, given the guardrails received by the Board to avoid Safety & Security and student-facing roles, division Chiefs and HR verification of these reductions would be required before Board action.

# Key Risks of 1000-Position Central Office Reduction

*A reduction of this scale, if poorly sequenced or rushed, could undermine schools and the students it aims to support. Given the limited additional savings, if the Board determines that 1,000 positions must be eliminated, we recommend phasing those cuts across Year 2 & 3.*



## Harmful to Students

Some positions both directly and indirectly serve students – cuts could affect outcomes and the student experience.



## Service Delivery Breakdown at the School-Level

Reductions at this scale risk materially weakening timely, reliable services schools depend on daily.



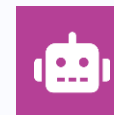
## Removes Capacity Before Additional Analysis Conducted

Without redesigned roles and processes, the district loses capability with no sustainable structure in place.



## Execution Risk if Moved Too Quickly

A phased approach is more effective; rapid change creates confusion and strains remaining staff.



## AI & Automation Gains Are Not Immediate

Technology can offset reductions over time, but implementation, training, and adoption take time to realize savings.

# Parallel Initiatives Supporting Deficit Reduction

BCPS's central office staffing reductions are a meaningful and necessary step for rightsizing the district, and additional savings from parallel initiatives will be needed to address the broader structural deficit.



## Central Office Staffing Optimization

This initiative will generate additional savings through reductions that **scale central office services** to match current enrollment landscape.

**~\$27M**

*Estimated general fund cost savings*



## Redefining Our Schools

This initiative will generate additional savings through **school budgets reductions**, an additional reduction of 53 positions.

**~\$3.5M**

*Estimated cost savings*



## Transportation Efficiencies

This initiative will generate additional savings through **route optimization** and **more efficient operations**.

**\$2-\$4M**

*Estimated cost savings*



## Other Initiatives

- Staffing Allocation Adjustment: **~\$40M**
- Contracts / Consultants Streamlining: **\$6-\$10M**
- Overtime Controls: **\$2-\$3M**

**\$48-\$53M**

*Estimated cost savings*

**\$80-90M**

*in estimated cost savings*

# Additional Analysis and Engagement Considerations

Before identifying future reductions, it is recommended that the District invest in analysis, stakeholder engagement, and planning to ensure changes are strategic, sustainable, and minimize disruption to students and schools.

## Opportunities for Additional Planning Include:



### Comprehensive Central Office Re-Organization

Realign structure and staffing to eliminate duplication, strengthen cross-functional coherence, and better support district priorities.



### Completion of a Compensation Study

Benchmark pay structures to ensure competitiveness, equity, sustainability, and alignment with staffing strategy.



### Governance and Process Documentation

Clarify decision rights, roles, and processes to improve consistency and accountability, especially across functions.



### Service Model Evaluation and Re-Design

Redefine central office supports for schools to improve clarity, efficiency, and responsiveness.



### Stakeholder Engagement

Incorporate additional input from leaders, staff, community members, and the Board to inform decisions and build alignment.



### Implementation Planning

Establish a phased plan with clear milestones, communication, and supports for execution and change management, including steps to identify opportunities for non-personnel savings.

# Phased Roadmap to Sustainable Savings

The next phase of this work should shift from reduction to redesign – aligning governance, service models, and processes to enrollment realities and long-term sustainability.



**Now – July 2026**  
Immediate Action



**Finalize FY26 actions**; implement immediate, low-disruption reductions to Central Office positions



Launch **transition planning for impacted functions** to ensure continuity of operations



**Assess the deficit** and confirm additional **cost-savings measures for SY 2027-28**



Develop a **three-year implementation roadmap** aligned to Board expectations and July timelines



**SY 2026–27**  
Restructure & Realign



Collect and incorporate feedback from **relevant stakeholders** to **inform decision-making**



Invest in **comprehensive, cross-functional central office reorganization** to address structural inefficiencies



**Clarify decision rights**, streamline governance, and **standardize roles, processes and training**



Initiate procurement, contract, and consultant review to **identify non-personnel savings**



**SY 2027–28**  
Optimize & Sustain



Conduct **compensation study** to benchmark pay and **address equity**



Develop **enrollment-based staffing formula** and **sustainable school service model**



Implement year 2+ **organizational design changes** paired with **process redesign**



## Proposed 2026-2027 Organizational Chart Changes Summary by Page

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Broward County Public Schools (BCPS) is proposing a Districtwide organizational realignment for the 2026–2027 school year in response to sustained declines in student enrollment and the resulting revenue loss. Over the past decade, the District has lost nearly 40,000 students – including approximately 10,000 this school year – and is projected to lose an additional 10,000 next school year. As enrollment declines, so does funding, requiring the District to align staffing levels accordingly. Fewer students necessitate fewer district-level positions, particularly those that indirectly support student services.

These necessary adjustments are designed to align staffing with current enrollment, ensure long-term financial stability, and preserve the District's ability to deliver high-quality instruction and essential services.

The proposed 2026–2027 Organizational Chart reflects a strategic effort to streamline operations, strengthen leadership alignment, and better focus resources on District priorities. The restructuring includes the consolidation and elimination of select administrative and director-level positions, the reduction of function duplication, and the realignment of responsibilities to improve coordination, accountability, and data-informed decision-making.

New and repurposed roles across Academics, Operations, Communications, Data Analytics, Human Resources, Student Services, Safety & Security, and Finance support a more unified and efficient operating model. These changes are expected to generate meaningful cost savings while ensuring that direct instructional services and essential school-based supports remain protected. Additionally, these reductions position Broward County Public Schools more in line with similarly sized districts by aligning staffing levels to current enrollment and peer benchmarks. As reflected in the third-party consultant report produced by MGT Impact Solutions, BCPS currently has a higher central office staffing footprint – approximately 20% of total staff – compared to a peer median of 17%.

Through the planned reductions of close to 1,000 positions (862), the District is effectively right-sizing its organizational structure, bringing its central office and administrative footprint into closer alignment with comparable large districts across the state. These reductions reflect approximately \$40 million in cost savings (general fund and special revenue). Most of the teachers who had been assigned to District roles and whose jobs were eliminated through the reorganization will be placed in vacant positions at schools. This strategic

## **Proposed 2026-2027 Organizational Chart Changes Summary by Page**

recalibration strengthens the District's financial sustainability while maintaining a student-first approach by prioritizing reductions furthest from the classroom.

As we look beyond these initial changes, the District will continue ongoing analysis to identify additional opportunities for efficiency and structural alignment. This includes a comprehensive review of non-instructional and security staffing across both administrative and school sites to ensure appropriate staffing levels. Using a refined staffing methodology aligned to enrollment and service delivery needs, the District anticipates identifying approximately 200 additional positions for reduction, primarily through natural attrition.

Projected enrollment declines for the 2026-2027 school year are expected to require approximately 300 fewer teacher positions. The District plans to maintain a hiring freeze for non-critical positions until enrollment stabilizes.

## **Proposed 2026-2027 Organizational Chart Changes Summary by Page**

### **Page 1 - School Board Appointed Committees & Public Stakeholders**

There are no changes.

### **Page 2 - Superintendent**

The Chief Facilities Officer position is being elevated to report directly to the Superintendent, as requested by the Board. This change is intended to strengthen recruitment efforts for a highly qualified candidate, enhance accountability through direct oversight by the Superintendent, and improve the overall effectiveness, coordination, and execution of the District's capital program.

### **Page 3 - Chief of Staff**

#### **Rationale for Chief of Staff Organizational Realignment**

The Office of the Chief of Staff has undergone a strategic realignment to strengthen executive leadership capacity, improve organizational coordination, and enhance the District's ability to execute key priorities with clarity, consistency, and accountability. As part of this realignment, the title of Chief of

## Proposed 2026-2027 Organizational Chart Changes Summary by Page

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Staff & Communications has been revised to Chief of Staff, while maintaining oversight of communications.

This change reflects a more focused approach to executive leadership, allowing the Chief of Staff to concentrate on enterprise alignment, strategic execution, and Board and Superintendent support, while ensuring communications is strengthened through a dedicated leadership structure.

### **Elimination and Consolidation of Positions**

The following positions have been eliminated or reduced, with responsibilities consolidated or redistributed to improve efficiency and alignment:

- **Executive Director, Family & Community Engagement**  
Eliminated and realigned to the Strategy & Innovation Division at the Director level. This change integrates community engagement into a broader, coordinated framework, strengthening alignment with District initiatives while ensuring continued, high-quality support for stakeholder outreach and partnerships
- **Director, Strategic Partnerships** and **Coordinator, Strategic Partnerships**  
Eliminated as these functions will be supported through external partnership, leveraging the Broward Education Foundation to continue and expand strategic partnership efforts without duplicating internal roles
- **Communications Specialists (1 position reduced under Mass Media and 1 under Marketing & Strategic Communications)**  
Reduced from three positions to one to eliminate duplication and reallocate resources toward strengthening leadership and coordination within communications and community engagement
- **Manager II, School Services (BECON)**  
Eliminated as part of operational efficiencies within broadcasting and support services, with responsibilities absorbed within the existing structure
- **Supervisor I, Printing Services**  
Eliminated with supervisory duties absorbed to streamline operations and reduce administrative overhead
- **Manager II, Production (BECON)**  
Eliminated to realign leadership capacity within broadcasting operations and support a more efficient and effective management structure

This consolidation reduces redundancy, improves span of control, and ensures resources are aligned to high-impact, priority functions.

## Proposed 2026-2027 Organizational Chart Changes Summary by Page

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### Creation and Realignment of Strategic Positions

To strengthen communications, execution, and enterprise alignment, the following positions have been created or realigned:

- **Executive Director, Communications**  
This position reflects a focused and elevated communications function. By consolidating communications under a single leader reporting to the Chief of Staff, the District will strengthen internal and external communications, ensure consistent and aligned messaging, and enable a more proactive, strategic approach to media relations, stakeholder engagement, and brand management
- **Manager, Marketing (Additional Position)**  
Added to elevate the District's social media and digital engagement strategy, recognizing the growing importance of timely, responsive, and strategic communication across digital platforms
- **Manager of Mass Media and Community Relationship (New Position)**  
This role provides dedicated leadership for community relations and mass media functions, strengthening coordination of both internal and external communications across the organization. It enhances the District's ability to support Board communication needs, respond to stakeholder expectations, and deliver consistent, timely, and strategic messaging. This position also supports a more proactive approach to communications, addressing the Board's priorities around improving overall communication, transparency, and engagement across all audiences
- **Executive Director, Enterprise Analytics & Intelligence (Realigned)**  
Realigned to the Chief of Staff to centralize data, analytics, and artificial intelligence capabilities, ensuring executive leadership has direct access to timely, actionable insights, strengthening data-informed decision-making, and enhancing the District's ability to monitor performance, identify efficiencies, and support strategic initiatives
- **Assistant Director, Enterprise Project Management Office (Realigned)**  
Realigned to provide centralized oversight of cross-functional projects and strategic initiatives, strengthening project governance, prioritization, and execution.

These positions were created by eliminating and reallocating existing roles, ensuring cost savings within the Office of the Chief of Staff while strengthening leadership capacity in key priority areas.

## Proposed 2026-2027 Organizational Chart Changes Summary by Page

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### **Strengthening a Coherent System of Leadership and Execution**

This realignment ensures that:

- The Chief of Staff role is more focused on enterprise leadership, strategic alignment, and executive support
- Communications is strengthened through a dedicated leadership structure, enabling a more proactive and coordinated approach across the District
- Social media and digital engagement are elevated as critical components of the District's communications strategy
- Stakeholder engagement and partnerships are streamlined and supported through more efficient and leveraged approaches
- Enterprise analytics and project management functions are directly aligned to executive leadership, improving decision-making, accountability, and execution of priorities

By aligning key functions and reallocating resources, the District moves from a fragmented structure to a more focused, efficient, and strategically aligned model.

### **Cost-Neutral and Efficiency-Based Realignment**

This restructuring within the Office of the Chief of Staff was achieved through the elimination and realignment of positions, allowing for the reinvestment of resources into high-impact areas such as communications, analytics, and project management, and while designed to be cost-neutral within this function, it contributes to overall cost savings when combined with reductions across the organizational chart, while improving operational efficiency and organizational effectiveness.

### **Impact on the District**

This realignment will:

- Strengthen executive leadership focus and organizational alignment
- Improve the effectiveness, consistency, and proactivity of communications
- Enhance the District's ability to leverage data and analytics for decision-making for the system and governance
- Improve execution of strategic initiatives through centralized project management

## Proposed 2026-2027 Organizational Chart Changes Summary by Page

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- Provide a more efficient, coordinated, and high-impact approach to supporting District initiatives

### Page 5 – Deputy Superintendent – Learning Communities

#### **Rationale for Regional Offices Organizational Realignment**

The organizational realignment of the Regional Offices is driven by the need to improve how Broward County Public Schools delivers support to schools in a large, complex system.

Currently, services across Academics, Student Services, and Exceptional Student Education (ESE) operate independently, which can lead to fragmentation, duplication of efforts, and slower response times for schools.

The shift to a Regional Support Hub model, which integrates these services into one cohesive system, ensures that:

- Support is closer to schools, enabling faster and more responsive service delivery
- Schools experience one coordinated system, rather than multiple disconnected departments
- Instructional priorities and student supports are fully aligned, reinforcing teaching and learning
- Resources are used more efficiently by reducing duplication and improving coordination

This realignment is grounded in research and best practices from large urban districts, which demonstrate that decentralized, regionally aligned support systems improve implementation, communication, and outcomes.

Most importantly, the realignment reflects a fundamental belief: student achievement accelerates when strong instruction is paired with coordinated, whole-child support.

By aligning systems, clarifying pathways, and strengthening regional coordination, this model positions the district to sustain high performance, build leadership capacity, and improve outcomes for every student.

## Proposed 2026-2027 Organizational Chart Changes Summary by Page

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### **Elimination and Consolidation of Positions**

As part of this realignment, the District eliminated **three Regional Director positions** as a cost-savings measure to better align staffing with current fiscal realities. This reduction increases the span of control across the Regional Offices and reflects a deliberate effort to streamline leadership structures and reduce administrative costs.

### **Creation and Realignment of Strategic Positions**

To support the increased span of control and ensure effectiveness, the district has strategically realigned roles within the Regional Support Hub model rather than expanding central administration.

Key shifts include:

- Strengthening the role of Regional Offices as integrated support hubs, coordinating Academics, Student Services, and ESE
- Expanding the role of Instructional Impact Specialists, ESE teams, and Student Services staff to provide direct, school-based support
- Reinforcing principal coaching and leadership development structures to ensure schools receive targeted guidance
- Embedding AI, digital learning, and innovation supports directly within the academic core rather than as separate initiatives

This realignment ensures that expertise is closer to schools and classrooms, rather than concentrated in central office structures, increasing the effectiveness of support delivery.

### **Strengthening a Coherent System of Support**

The reduction in Regional Directors is offset by a stronger, more unified system through the Regional Support Hub model, which integrates Academics, Student Services, and ESE into a single coordinated structure.

This model ensures:

- Schools interact with one cohesive system, rather than multiple disconnected departments
- Instructional priorities and student supports are fully aligned and mutually reinforcing
- Services such as Multi-Tiered Systems of Supports (MTSS), mental health, ESE, and instructional coaching are coordinated in real time

## Proposed 2026-2027 Organizational Chart Changes Summary by Page

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As highlighted in the document, academic success is accelerated when instructional excellence, educator development, and innovation operate as a single integrated system rather than as separate initiatives.

### **Cost-Neutral and Efficiency-Based Realignment**

This realignment was designed to improve service delivery while remaining responsive to the district's current fiscal realities. The elimination of three Regional Director positions reduces administrative costs and increases efficiency without creating new layers in the central office or expanding overhead.

Rather than adding positions, the Regional Support Hub model is strengthened into a more coordinated support structure. This approach allows the district to:

- Leverage existing expertise more effectively across Academics, Student Services, and ESE
- Reduce duplication of effort by aligning departments around one regional support model
- Improve responsiveness by streamlining communication and decision-making closer to schools
- Maximize the impact of current resources through clearer roles, shared accountability, and coordinated service delivery

This is a cost-neutral, efficiency-based redesign that does not reduce services to schools but instead improves how those services are organized and delivered. By regionalizing coordination and clarifying support pathways, the District can maintain strong support for schools while operating more efficiently and fiscally responsibly.

### **Impact on the District**

Despite the reduction in Regional Director positions, this realignment is expected to produce measurable improvements across multiple areas:

#### **Academic Outcomes**

- Increased student achievement and growth across English Language Arts (ELA), Math, and Science
- Continued gains in graduation rates and college and career readiness

#### **School Support Effectiveness**

- Faster response times to school needs

## Proposed 2026-2027 Organizational Chart Changes Summary by Page

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- Improved coordination between instructional and student support services
- Stronger implementation of district initiatives

### **Student Experience and Well-Being**

- Increased access to academic, behavioral, and mental health supports
- Improved attendance and reduced disciplinary incidents through aligned MTSS systems

### **Leadership and Staff Capacity**

- Stronger principal coaching and leadership development
- Increased teacher retention and engagement due to aligned supports
- Improved instructional leadership at the school level

### **System Efficiency**

- Reduced duplication across departments
- Improved communication and coordination
- More effective use of district resources

As emphasized in the attached document, **bringing support closer to schools while improving coordination creates stronger conditions for teaching and learning**, ultimately leading to improved outcomes for all students.

## Page 6 & 7- Deputy Superintendent - Academics

### **Rationale for Academic Organizational Realignment**

The Division of Academics has undergone a strategic realignment to support the implementation of the 2026–2027 Academic Service Model, which establishes a coherent, unified system of instructional excellence, educator development, and innovation aligned to improving student outcomes and maintaining Broward County Public Schools as an A-rated district.

This realignment eliminates historically fragmented structures across Professional Learning & Development, Applied Learning, and Innovative Learning, which previously operated as separate departments with overlapping responsibilities, competing initiatives, and disconnected professional learning systems. This structure limited the District's ability to scale effective practices, created redundancy in teacher support, and reduced alignment between innovation and core instruction.

### **Elimination of Director-Level Positions**

The following positions have been eliminated and their functions redistributed:

## Proposed 2026-2027 Organizational Chart Changes Summary by Page

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- **Director, Professional Learning & Development** – Eliminated due to duplicative responsibilities across all academic departments. Teacher development, coaching, and professional learning functions already exist within Elementary Learning, Secondary Learning, CTACE, Bilingual/ESOL, and Early Childhood. These departments provide content-specific, job-embedded professional learning directly tied to instruction. Consolidating these functions eliminates redundancy and ensures a more coherent, aligned system of teacher support connected to curriculum and student outcomes.
- **Director, Applied Learning** – Eliminated as programmatic functions have been integrated into existing academic departments, particularly CTACE and Secondary Learning, ensuring stronger alignment between career pathways and core instruction.
- **Director, Innovative Learning** – Eliminated and repurposed to support a more strategic and focused approach to innovation. Innovation is no longer a standalone function but is now embedded directly into the academic core through a new, unified structure.

### Elimination of Other Managerial and Support Level Positions

- Curriculum Supervisor, Civics Engagement
- Curriculum Supervisor, Language Arts/Literacy (Elementary)
- Research Specialist (Two Positions)
- Coordinator – Teacher Support (Three Positions)
- Analyst Training

These eliminations increase the span of control for academic leadership, reduce service duplication, and ensure that all instructional supports are aligned with a single academic strategy rather than multiple competing initiatives.

### Creation of New Strategic Positions

To support the district's shift toward a unified academic ecosystem and to strengthen innovation at scale, the following positions have been created or repurposed:

- **Director, AI & Digital Learning (Consolidation of Applied and Innovative Learning)**

Establishes centralized leadership for the district's Broward Powered by AI strategy, including Augmented Reality (AR), Extended Reality (XR), Virtual Reality (VR), digital learning, and emerging technologies. This position ensures that innovation is embedded within instruction, governed responsibly, and aligned to measurable student outcomes.

## Proposed 2026-2027 Organizational Chart Changes Summary by Page

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- **Assistant Director, AI Innovation & Digital Learning**  
Provides operational leadership to support the implementation, scaling, and sustainability of AI and digital learning initiatives across the District.
- **Director, Leadership Development & Teacher Support**  
Consolidates all leadership development and teacher support functions into a single, aligned system, ensuring that professional learning is directly tied to instructional priorities and student achievement.
- **Assistant Director, Teacher Development & Support**  
Supports the coordination and implementation of districtwide teacher development systems, including coaching, mentoring, and induction, ensuring consistency and coherence across departments.
- **Curriculum Supervisor, Writing, Civics Engagement & Interdisciplinary Studies**  
Expands and aligns interdisciplinary learning, literacy, and civic engagement to strengthen instructional rigor and support cross-content integration.

### **Strengthening a Coherent System of Support**

This realignment ensures that:

- Teacher development is no longer siloed, but instead embedded across all academic departments, providing content-specific, job-embedded support directly aligned to instruction
- Innovation (AI, XR, VR, AR) is integrated into teaching and learning, rather than operating as a separate initiative
- Professional learning systems are unified, reducing duplication and improving clarity for schools
- Academic departments and regional offices operate as one cohesive system, ensuring consistent support to schools and classrooms

By embedding teacher development and innovation across all departments, the District moves from a fragmented model to a coordinated system where what teachers learn, how they teach, and the tools they use are fully aligned.

### **Cost-Neutral and Efficiency-Based Realignment**

This restructuring was achieved through cost-neutral repurposing of positions, with no additional budget required. Existing roles were strategically realigned to meet evolving District priorities while maintaining high levels of support for schools.

### **Impact on the District**

Even with the reduction of director-level positions, this realignment will:

## Proposed 2026-2027 Organizational Chart Changes Summary by Page

- Strengthen instructional coherence across all schools
- Improve teacher and leader capacity through aligned professional learning
- Accelerate student achievement outcomes
- Expand the District's leadership in AI-enabled education and innovation
- Provide more efficient, coordinated, and high-impact support to schools

### Page 8 & 9 - Deputy Superintendent - Student Services, Student Support & ESE Services

#### **Rationale for Student Services Organizational Realignment**

The Student Services and Exceptional Student Education (ESE) Division has undergone structural realignment to align services, roles, and responsibilities across the District. The purpose of this adjustment is to support a coordinated approach to service delivery while ensuring continued adherence to local, state, and federal requirements. Despite these changes, the Division will continue to provide required services and support to students and schools.

This realignment reflects the need to operate within current conditions while maintaining required services and compliance obligations.

The reduction in ESE Counselor and School Social Worker positions reflects a strategic realignment of resources in response to declining student enrollment, school closures, and current budget constraints. While counseling services may be included on a student's Individualized Education Program (IEP), both ESE Counselors and School Social Workers are not statutorily required positions.

In Florida, IEP counseling can be provided by a certified school counselor, social worker, or school psychologist. In BCPS, the ESE Counselor role was created to include staff certified in one or more of these areas.

The District conducted a review of caseloads and service delivery models to ensure that all required supports for students with disabilities remain in place and that Free Appropriate Public Education (FAPE) continues to be provided despite workforce reductions.

School social workers will support students, schools, and families through their core functions and monitor student needs through regular check-ins. Their work will be guided by a flexible, needs-based approach, strengthened using social services data points to inform decision-making, target supports, and improve the

## Proposed 2026-2027 Organizational Chart Changes Summary by Page

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overall effectiveness of services. Key functions will continue to include participation in Suicide Risk Assessments (SRAs), Behavioral Threat Assessments (BTAs), attendance interventions, family engagement, and connecting students and families to community resources.

School counselors will serve as an integral part of this team by continuing to provide direct student support in academics, life skills, and wellness, and college/career readiness within the school setting.

School psychologists will contribute their expertise in evaluation, data analysis, consultation, and intervention planning, supporting both individual student needs and broader school-based mental health efforts.

Moving forward, the District will implement a more integrated, school-based model in which the team of mental health providers collaborates to support students' wellness, resilience, attendance, and mental health needs through a comprehensive, coordinated system of care.

To ensure successful implementation, the District's Mental Health team will provide ongoing training, guidance, and support to school-based mental health providers, including school counselors, school social workers, school psychologists, and ESE Counselors. This will build capacity, promote consistency, and ensure high-quality, aligned service delivery across all schools.

Reductions were implemented equitably across departments to ensure compliance with local, state, and federal laws and requirements, while minimizing disproportionate impact to any single service area. This approach ensures that services remain aligned, compliant, and sustainable, moving forward.

### **Elimination and Consolidation of Positions**

The following positions have been eliminated, with responsibilities consolidated or redistributed across the division:

- **Executive Director of ESE**  
Eliminated to reduce layers within the organizational structure. Responsibilities have been reassigned across Directors.
- **Director, Coordinated Student Health Services**  
Eliminated due to the vacancy of the position in January 2026. Responsibilities have been realigned to ESE Specialized Instruction

## Proposed 2026-2027 Organizational Chart Changes Summary by Page

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Department, with clinical nurses and content experts assuming coordination of student health-related supports. This adjustment aligns health services more directly with instructional and student-specific needs.

- **Coordinator, Prevention and Mentorship Programs**  
Eliminated as part of operational efficiency. Duties will be absorbed within the existing structure, maintaining service levels while reducing administrative overhead.
- **Specialist, Outreach Support**  
Eliminated as part of operational efficiency. Duties will be absorbed within the existing structure, maintaining service levels while reducing administrative overhead.
- **Specialist, Positive Behavior Intervention & Supports (PBIS)**  
Removed as a titled position from the organizational chart. PBIS functions will continue through redistributed responsibilities across departments to support coordination and efficiency.
- **Service Manager**  
Eliminated as part of the transition to a shared responsibility model. Duties have been coordinated and assigned across the school counseling team to support:
  - Wellness Centers
  - Behavioral health screenings
  - Grief-sensitive training
  - Day of Service & Love
  - Crisis response support

This adjustment shifts these functions from a single point of coordination to a distributed model within existing teams.

### **Creation and Realignment of Strategic Positions**

To maintain required functions and support compliance, the following positions have been realigned or reclassified.

- **Assistant Director of ESE (Reclassified)**  
Added to support compliance-related responsibilities, including monitoring timelines, regulatory requirements, and required documentation. This role provides additional capacity in an area with increasing statutory and legal requirements.
- **Clinical Nurses Aligned with ESE Specialized Instruction (Realigned)**  
Realigned to support coordination of services for students with complex medical and instructional needs, including hospital homebound services.

## Proposed 2026-2027 Organizational Chart Changes Summary by Page

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This alignment connects health-related support more directly with instructional services.

- **Attendance Structure (Realigned)**

Attendance responsibilities have shifted from a centralized model to a shared approach involving school social workers, wellness teams, school staff, and district leadership. This reflects the need to address attendance through multiple supports while operating within existing staffing structures.

### **Strengthening a Coherent System of Student Support**

This realignment establishes a more defined structure in which:

- Compliance functions remain a primary responsibility and are clearly assigned
- Service delivery is organized across regional and school-based teams
- Responsibilities are redistributed to reduce duplication and clarify ownership
- Cross-functional coordination is necessary to meet student needs

This structure requires ongoing coordination and prioritization to maintain required services.

### **Cost-Neutral and Efficiency-Based Realignment**

This restructuring was achieved through the elimination and redistribution of positions. The division is operating within existing resources to meet the needs of students and the school community. While ensuring adherence to local, state, and federal mandates.

### **Impact on the District**

With the reduction of positions, including leadership roles, the division will:

- Continue to meet required local, state, and federal mandates
- Operate in a streamlined structure and defined responsibilities
- Require prioritization of services and supports
- Depend on coordination across teams and clear communication with schools

## **Page 10 – Safety, Security & Emergency Preparedness (SSEP)**

### **Rationale for Organizational Realignment**

The realigned organizational structure outlines adjustments within the Safety, Security, and Emergency Preparedness (SSEP) Division for the upcoming budget

## Proposed 2026-2027 Organizational Chart Changes Summary by Page

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year to strengthen school-level operational support while maintaining effective Districtwide safety and compliance oversight.

### **Background and Current Structure**

At the start of the current school year, SSEP strategically redistributed the deployment of 14 Area Security Managers (ASMs) by dividing them evenly between Safety & Security Operations and Emergency Management.

- Safety & Security Operations (seven ASMs) – provide support and oversight for unarmed security personnel and school administrations.
- Emergency Management (seven ASMs) – dedicated to conducting safety and compliance inspections across all District-operated schools and charter schools.

This structure has been effective in establishing a consistent, enterprise-wide inspection function to ensure compliance with District policies and FLDOE statutes regarding safety and security. Emergency Management ASMs have developed standardized processes, demonstrated strong capacity, and are on track to complete their fourth full round of inspections this school year.

### **Operational Need and Drivers for Change**

While compliance outcomes remain strong, SSEP has received feedback from school administrators and operational leaders that the large, geographically dispersed unarmed security workforce requires increased area-level leadership and oversight; that schools benefit from direct, readily accessible ASM support; and that current operational ASM staffing limits responsiveness and supervisory capacity.

### **Proposed Organizational Realignment**

To address operational demand while preserving compliance effectiveness, SSEP proposes reassigning one ASM from Emergency Management to Safety & Security Operations, resulting in six ASMs in Emergency Management and eight ASMs in Safety & Security Operations.

## Proposed 2026-2027 Organizational Chart Changes Summary by Page

In addition, the School Safety Compliance Coordinator position will be eliminated, and Emergency Management ASMs will report directly to the Manager of Emergency Management to streamline supervision and improve efficiency without diminishing accountability or performance.

### **Cost-Neutral and Efficiency-Based Realignment**

This realignment reflects demonstrated operational demand rather than workforce expansion. No increase in total ASM positions is required; eliminating the School Safety Compliance position offsets supervisory overhead, and resources are reallocated to increase direct school support while maintaining compliance capacity.

### **Impact and Summary**

These proposed organizational changes reflect data-driven lessons learned during the current school year and directly respond to operational feedback from schools. By increasing ASM coverage within Safety & Security Operations and streamlining Emergency Management supervision, the District strengthens day-to-day service delivery, maintains strong compliance oversight, and responsibly manages resources.

## Page 11 - Operations

### **Rationale for Chief Operations Officer Organizational Realignment (Food & Nutrition Services, Student Transportation & Fleet Services, and Facility Planning & Real Estate Organizational Realignment)**

Currently, some of the departments reporting to the Chief Operations Officer have been temporarily realigned. Food & Nutrition Services, Student Transportation & Fleet Services, and Facility Planning & Real Estate report to the Chief Strategy & Innovation Officer. The three departments were reviewed to determine opportunities to align staffing patterns with the recent school closures and current District priorities.

- **Elimination of Assistant Director and Area Supervisor Positions in Food & Nutrition Services**

The Food & Nutrition Services Department has eliminated two positions (**an Assistant Director and Area Supervisor**). The elimination of these positions is

## Proposed 2026-2027 Organizational Chart Changes Summary by Page

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consistent with the reduced number of sites resulting from school closures. Support for school locations will not be compromised.

- **Elimination of Planner, Growth Management Monitoring Position in Facility Planning & Real Estate**

The Facility Planning & Real Estate Department is under review to determine whether shared opportunities with Broward County Government may be realized. With the steady declines in student enrollment over the past decade, managing growth is no longer a priority. Subsequently, the **Planner Growth Management Monitoring** position is being eliminated.

- **Elimination and Realignment of Strategic Positions (Assistant Director, Transportation Operations & Special Needs Transportation) in Student Transportation & Fleet Services**

The Student Transportation and Fleet Services Department continues its work to align resources and realize efficiencies to improve its overall fiscal stability and the direct services it provides to students and families. The Supervisor of Special Needs Transportation has been eliminated. It has been vacant since September 2025. Those duties have been assigned to the **Assistant Director for Transportation Operations & Special Needs**. This will eliminate silos in the department and ensure direct attention is given to all students.

### **Strengthening a Coherent System of Operations and Support**

These realignments ensure that the departments operate as cohesive units rather than fragmented silos. By eliminating redundant roles and aligning key functions, the District moves to a more focused, efficient, and strategically aligned structure.

### **Cost Neutral and Efficiency-Based Realignment**

The reduction of positions in these three departments will garner cost savings for the District in three financial areas: Food & Nutrition Services (Food Service Fund), Student Transportation & Fleet Services (General Fund), and Facility Planning & Real Estate (Capital Fund).

### **Impact on the District**

Even with the reduction of positions, direct services to students and schools will not be compromised. The departments will continue to achieve greater efficiency and adopt a unified approach to advancing the District's priorities.

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### Page 12 & 13 - Operations

#### **Rationale for Chief Operations Officer Organizational Realignment (Chief Building Official, Physical Plant Operations, Sustainability & Compliance) and (Capital Budget, Construction, Pre-Construction)**

The Operations Division has implemented a strategic realignment to improve efficiency, strengthen coordination, and enhance service delivery across the District. This effort streamlines functions, clarifies roles, and reinforces accountability, enabling more timely decision-making and consistent execution of District priorities. As part of this work, the Physical Plant Operations Department reduced by 43 positions, the Building Department by 1, and the Office of Capital Programs by 1 through restructuring and consolidation, while maintaining all essential services, including safety and emergency response. The Office of Capital Programs retained its staffing, supported by external partners, to ensure continuity and flexibility in managing capital projects. Overall, this realignment positions the division to better support safe, well-maintained facilities through improved communication, resource alignment, and a more focused, proactive approach to operations.

#### **Elimination and Consolidation of Positions**

The following positions have been eliminated, with responsibilities consolidated or redistributed to improve efficiency and alignment:

- **Manager, Business Process & Performance Improvement**  
Eliminated to streamline operations and align with the existing leadership structure. Associated responsibilities will be absorbed and redistributed among current leadership roles to enhance coordination and operational efficiency.
- **Manager, Environmental Conservation**  
Eliminated to more appropriately align responsibilities with the remaining organizational structure. These duties will be reassigned across two leadership roles to improve efficiency and operational performance.
- **Coordinator, Warranty/Asset**  
Eliminated as part of staff reductions, with its functions expected to be supported through future technological solutions to maintain operational

## Proposed 2026-2027 Organizational Chart Changes Summary by Page

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efficiency. As current systems are not yet fully equipped to assume these responsibilities, the need for this position will be re-evaluated as capabilities evolve.

- **Assistant Chief Building Official**

Eliminated due to staff reductions; this position has been vacant since 9/11/2022.

- **Specialist, Americans with Disabilities Act (ADA)**

Eliminated to consolidate functions, with responsibilities redistributed among the remaining two ADA Managers to support improved coordination and operational efficiency.

- **Clerical Support Assistant IV**

Ten positions were eliminated as part of staff reductions. The associated functions will be redistributed and absorbed by the remaining staff to maintain operational efficiency and ensure continued departmental support.

- **Trades Staff**

Thirty positions were eliminated as part of staff reductions. The associated functions will be redistributed and absorbed by the remaining staff. A rebalancing of trades personnel across the maintenance departments will be implemented to support continued operational efficiency and enhance service quality.

### **Creation and Realignment of Strategic Positions**

To strengthen operational alignment and accurately reflect functions while streamlining coordination, the following positions have been created or realigned:

- **Director, Sustainability & Compliance**

This position has been realigned through a title change from Director, Environmental Health & Safety to more accurately reflect its functions and better support the operational coordination of the District's strategic structure.

- **Coordinator, Energy & Sustainability Compliance**

Created to consolidate Utility Management and Performance Contracting functions. A portion of responsibilities previously assigned to

## Proposed 2026-2027 Organizational Chart Changes Summary by Page

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the Manager, Environmental Conservation position will be transitioned to this role to support a more integrated and streamlined operational structure.

### **Strengthening a Coherent System of Operations**

This realignment ensures that:

- Clerical functions are streamlined to improve coordination, reduce duplication of effort, and promote more consistent processing and communication across departments.
- Cross-training is more effectively coordinated, enhancing staff flexibility, strengthening departmental support coverage, and improving overall accountability.
- Resource allocation is optimized to ensure staff capacity aligns with priority functions and service demands.
- Operational consistency is strengthened, supporting more uniform practices and improved service delivery across all areas.

By eliminating redundant roles and aligning key functions, the District transitions from a fragmented model to a more focused, efficient, and strategically aligned structure.

### **Cost-Neutral and Efficiency-Based Realignment**

This restructuring was achieved by eliminating and realigning positions, allowing the District to repurpose existing resources toward higher-impact operational priorities. This approach:

- Ensures staffing and functional resources are strategically aligned with District needs
- Maintains existing levels of service and operational stability while improving efficiency and responsiveness without increasing financial burden
- Improves accountability, workflow efficiency, and coordination across departments through clearly defined roles and responsibilities and streamlined reporting structures

## Proposed 2026-2027 Organizational Chart Changes Summary by Page

- Supports sustained service delivery while prioritizing high-impact operational functions

### **Impact on the District**

Even with the reduction of positions, this realignment will continue to strengthen the District's operational effectiveness by improving structure, coordination, and the alignment of resources with priority needs.

- Ensure uninterrupted delivery of critical services and sustained operational support across all departments.
- Enhance organizational efficiency by optimizing roles, eliminating redundancies, and establishing clear lines of accountability.
- Strengthen alignment between District priorities and daily operations by strategically reallocating staff to ensure each location is appropriately resourced.
- Promote consistent service delivery by implementing a structured, well-coordinated operational framework.
- Maximize the effective utilization of existing personnel while maintaining established service standards.
- Maintain operational stability while advancing a more focused, agile, and strategically aligned organizational model.

## Page 14 & 15 – Information Systems

### **Rationale for Information Systems Organizational Realignment**

Since modernization efforts began in 2024–2025, the Information Systems Division (ISD) has continued its transformation from a functionally siloed unit into a composite, value-centered one—an evolution that emphasizes collaboration, innovation, and service excellence. This shift reflects a sustained commitment to aligning technology operations with the District's educational mission, ensuring that systems, people, and processes work together to deliver measurable value to schools and students.

### **Strategic Pivot: Analytics and Intelligence**

BCPS stands at the forefront of Artificial Intelligence (AI). As the largest K–12 deployment of AI (Copilot) worldwide, an elevated focus on Analytics and Intelligence (A&I) is essential to ensure cohesive governance and strategic alignment across all district operations. In support, the Information Systems

## Proposed 2026-2027 Organizational Chart Changes Summary by Page

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Division's Executive Director of Analytics and Intelligence (A&I) will transition to the Office of the Chief of Staff to lead a new districtwide A&I initiative. Centralizing this function within the Office of the Chief of Staff establishes unified oversight of A&I strategy, mitigating the risk of divergent approaches to analytics, policy development, and implementation.

### **Elimination and Consolidation of Positions**

For the 2026–2027 school year, the following positions have been phased out due to the strategic realignment, with responsibilities consolidated or redistributed to maintain service continuity:

- **Application Services** - Process Analyst (Payroll); Software Engineer; Systems Analyst IV
- **Data Intelligence** - Assistant Director (Student Information System); Network Analyst II; Operations Specialist IV; Software Engineer (2)
- **Information Security and Assurance** - Administrator, ERP Compliance
- **Infrastructure Services** - Computer Operator II; IT Network Support I; Manager (Database Administration); Systems Engineer; Systems Support Specialist II
- **Project Management Office** - Accounting Specialist I; IT Business Analyst; Operation Specialist IV; Senior Project Manager; Supervisor (Records Retention)
- **Technology Support Services** - Administrative Support Assistant IV (2); Assistant Director (Technology Support Center); Electronic Technician – Computers (2); Technology Support Specialist II; Technology Support Technician II (2)

The Information Systems Division remains committed to maintaining operational excellence in support of our operating divisions and schools while improving alignment, clarity of ownership, and service delivery.

### **Creation and Realignment of Strategic Positions**

To strengthen cohesive governance, transparency, and strategic alignment for Analytics and Intelligence (A&I), the following position has been realigned:

- **Executive Director, Analytics and Intelligence (A&I) (Realigned)**  
This role will transition from the Information Systems Division to the Office of the Chief of Staff to lead a new districtwide A&I initiative. Centralizing A&I governance at this level provides unified oversight

## Proposed 2026-2027 Organizational Chart Changes Summary by Page

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of strategy, policy development, and implementation, reducing the risk of fragmented or duplicative approaches across the District.

- **Districtwide A&I Training, Recognition, and Portfolio Management (Strengthened)**

Under this unified governance model, Districtwide A&I training, recognition, and portfolio management will be reinforced to drive consistency, transparency, and excellence in the adoption and sustained use of analytics and AI-enabled capabilities.

- **Enterprise Partnership Across Operating Divisions (Strengthened)**

By partnering closely with executive leadership across all operating divisions—from Facilities to Academics—this function will ensure A&I delivers maximum strategic value, advances operational efficiency, and strengthens evidence-based decision-making.

### **Strengthening a Coherent System of Technology Enablement and Intelligence**

This realignment ensures that:

- Analytics and Intelligence (A&I) operate under unified governance with clear alignment to District priorities
- A&I strategy, policy development, and implementation are centrally coordinated to reduce duplication and fragmentation
- Districtwide A&I training, recognition, and portfolio management drive consistency, transparency, and excellence
- Cross-functional work across operating divisions is more effectively coordinated, improving execution and accountability
- Technology enablement and intelligence functions operate as a cohesive, value-centered system that supports schools and students

By elevating and centralizing A&I governance while streamlining roles across ISD, the District strengthens strategic alignment, reinforces accountability, and sustains service excellence in support of operating divisions and schools.

### **Cost-Neutral and Efficiency-Based Realignment**

This restructuring was achieved through the elimination and realignment of positions, allowing the District to repurpose resources toward high-impact priorities. The model is designed to be cost-neutral while improving operational efficiency and organizational effectiveness.

### **Impact on the District**

Even with the reduction of positions, these changes will:

## Proposed 2026-2027 Organizational Chart Changes Summary by Page

- Strengthen alignment between District priorities and operational execution
- Improve efficiency, coordination, and effectiveness of services
- Provide a more efficient, coordinated, and high-impact approach to supporting District priorities

### Page 16 – Human Resources

#### **Rationale for Human Resources Organizational Realignment**

The Human Resources (HR) Division has transitioned from a fragmented structure to a unified, Districtwide service model that improves coordination, consistency, and the overall employee experience. By aligning Talent Acquisition, HR Operations, and support functions under shared goals and accountability, the division has strengthened collaboration and streamlined processes across the full employee lifecycle, from recruitment through ongoing support. Recent staffing adjustments reflect fiscal realities while positioning the division to meet current workforce needs and build a sustainable talent pipeline for the future. Additionally, the restructuring of Professional Practices and Labor Relations enhances trust, consistency, and timely support for employees and leadership through a more coordinated and transparent approach.

#### **Elimination and Consolidation of Positions**

The following positions have been eliminated, with responsibilities consolidated or redistributed to improve efficiency and alignment:

- **Executive Director, Professional Practices/Labor Relations**  
Eliminated and realigned to a new Director of Labor Relations position to ensure a more focused approach to labor negotiations, contract administration, and grievances. The Director of Labor Relations also supervises the EEO/ADA function.
- **Compliance Administrator III**  
Reduced by one position (from three to two) as part of the overall staffing realignment. Eliminated as part of operational efficiencies. Duties will be absorbed within the existing structure, maintaining service levels while reducing administrative overhead.
- **Coordinator, Evaluation**  
Reduced by one position (from three to two) as part of the overall staffing realignment. Eliminated as part of operational efficiencies. Duties will be absorbed within the existing structure, maintaining service levels while reducing administrative overhead.

## Proposed 2026-2027 Organizational Chart Changes Summary by Page

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- **Coordinator, Non-Instructional Development**  
Eliminated because departments with non-instructional employees (e.g., Safety and Physical Plant Operations) have staff who oversee the professional development of their employees.
- **Manager, Compensation**  
Eliminated due to advances in technology that make it easier to gather needed data, and with increased coordinated support from the budget office. Compensation requests and negotiation cost-outs will be overseen by the Director of Labor Relations.
- **Director, HR Operations**  
Eliminated to remove a layer of management and increase span of control for the Executive Director of Talent Management, who will directly oversee and support HR operations functions. This realignment is intended to streamline collaboration between Talent Acquisition and Talent Management.

This consolidation reduces redundancy, improves span of control, and ensures resources are aligned to high-impact, priority functions.

### **Creation and Realignment of Strategic Positions**

To strengthen key focus areas – e.g., execution, alignment, innovation, service delivery – the following positions have been created or realigned:

- **Specialist, Human Resources (Created – Consolidation of Specialist Roles)**  
A new job description is being created to include a broad range of Human Resources functions, enabling the position to flex across HR departments during periods of increased service and support needs. This role replaces Specialist Recruitment, HR Specialist Professional Practices, and Specialist Labor Relations.
- **Director, Labor Relations (Realigned)**  
Realigned from the former Executive Director structure to provide focused oversight of labor negotiations, contracts, and grievances, while also supervising the EEO/ADA function to strengthen coordination and consistency of support.
- **Executive Director, Talent Management (Realigned Oversight)**  
Oversight is expanded to directly supervise HR operations functions, streamlining decision-making, improving day-to-day coordination, and strengthening alignment between Talent Acquisition and Talent Management.

## Proposed 2026-2027 Organizational Chart Changes Summary by Page

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### **Strengthening a Coherent System of Human Resources Support**

This realignment ensures that:

- Human Resources operates as a unified, Districtwide service aligned around shared goals and accountability across the employee lifecycle
- Talent Acquisition supports both instructional and non-instructional pathways, improving continuity from recruiting through onboarding and operational support
- Professional Practices and Labor Relations are aligned under a clearer framework to strengthen trust, consistency, and timely guidance for bargaining and meet-and-confer groups and leaders
- Roles and reporting lines are streamlined to reduce handoffs, remove unnecessary layers, and improve coordination across HR functions
- Resources are aligned to fiscal realities while maintaining high-quality service and strengthening the long-term educator and staff pipeline

By eliminating redundant roles and aligning key functions, Human Resources moves from a fragmented model to a more focused, efficient, and strategically aligned structure.

### **Cost-Neutral and Efficiency-Based Realignment**

This restructuring by eliminating and realigning positions in response to current fiscal realities enables Human Resources to better align resources with high-impact priorities while improving operational efficiency and organizational effectiveness.

### **Impact on the District**

Even with the reduction of positions, this realignment will:

- Maintain high-level support, efficient and timely services, and excellent customer service for current and future employees
- Improve coordination across HR functions, reducing duplication and strengthening continuity from application through onboarding and ongoing support
- Strengthen consistent application of contracts, policies, and due process through a more coordinated Professional Practices and Labor Relations structure
- Provide earlier consultation and practical tools to support leaders in addressing performance and conduct concerns
- Support a sustainable pipeline for future educators and staff who will serve students, schools, and the community

## Proposed 2026-2027 Organizational Chart Changes Summary by Page

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### Page 17 & 18 - Finance

#### Rationale for Chief Financial Officer (CFO)

The Finance Division has undergone a strategic realignment to improve operational efficiency, strengthen accountability, and better align financial functions under the CFO structure. The Procurement and Budget Support Center was moved from the COO division to the CFO Finance division to create a more integrated leadership model for budgeting, procurement, grants, and related support services.

This realignment was developed to ensure clearer decision-making, stronger cross-departmental coordination, and more effective use of staff resources during a period of fiscal constraint.

#### Elimination and Consolidation of Positions

Several vacant or duplicative positions were eliminated or consolidated as part of this restructuring effort. These actions were taken to streamline operations and reduce unnecessary layers of supervision while maintaining essential services.

- The **Directors of the Budget & Business Support Center** were eliminated. Responsibilities associated with those positions were reassigned to vacant Assistant Director positions within the respective departments.
- In Accounting & Financial Reporting, the vacant **Assistant Director position**, which had remained unfilled since last year, was eliminated, and its duties were reassigned to the Director.
- The **Accountant V** position was also eliminated, with responsibilities redistributed among existing staff.
- In Economic Development, the **Coordinator** position was eliminated, and the Manager assumed those responsibilities.
- In Payroll, the **Senior Payroll Analyst** position was reduced.
- In Benefits, the **Assistant Director of Benefits** position was eliminated after remaining unfilled for more than a year.

#### Creation and Realignment of Strategic Positions

To better support the district's financial operations, several key positions were repurposed or realigned.

## Proposed 2026-2027 Organizational Chart Changes Summary by Page

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- The **Executive Director, Procurement & Logistics Operations** position previously housed in Procurement was repurposed as the “Executive Director of Budgets”. This position now provides oversight for: Budget Department, Budget Support Center, Grant Administration, Capital Department indirect financials, Food Service indirect financials, and the Transportation Department indirect financials.
- In Procurement, the **Manager of Contract Administration** was transferred from Physical Plant Operations into the Procurement Department and now reports directly to the Director of Procurement & Logistics Operations.
- In **Workers' Compensation**, the division was realigned to report to the Director of Risk Management, and the Director-level position was reduced to an Assistant Director role.

### **Strengthening a Coherent System of Support**

These changes establish a more coherent and efficient leadership structure across the Finance Division. By consolidating related functions under aligned reporting lines, the district is better positioned to support sound fiscal management, improve oversight, and ensure more effective execution of financial operations.

The revised structure also supports clearer lines of responsibility, reduces duplication, and enhances the division’s ability to respond to operational and budgetary demands in a timely manner.

### **Cost-Neutral and Efficiency-Based Realignment**

This realignment was designed to be cost-neutral while improving organizational effectiveness. Rather than expanding the division, the district eliminated vacant roles, consolidated overlapping responsibilities, and repurposed positions to better match operational needs.

### **Impact on the District**

As a result, the district benefits from a more streamlined and effective Finance Division, marked by improved operational efficiency, stronger financial oversight, and reduced administrative redundancy. Staff resources are better aligned with district priorities, enabling clearer accountability and more responsive support. Together, these changes create a financial structure that is better positioned to adapt to fiscal challenges while meeting the evolving needs of schools and departments.

## Proposed 2026-2027 Organizational Chart Changes Summary by Page

### Page 19 - Strategy & Innovation

#### **Rationale for Strategy & Innovation Organizational Realignment**

The Strategy & Innovation Division is comprised of departments that provide direct and indirect services to schools as well as leadership and support for major system priorities (Strategic Plan, Redefining Our Schools, 21<sup>st</sup> Century Grant Administration, Florida High School Athletic Association Compliance, Magnet Schools of America Grant Administration, Charter School Monitoring & Compliance, and Before & After Care Programs). Additionally, many departments interact with various community agencies, the business community, and government offices. A review was conducted to align staffing models, redistribute resources, and maintain a cost-neutral approach to personnel realignment.

#### **Elimination and Consolidation of Positions**

- The **Executive Director of Strategic Initiative Management** position has been eliminated.
- The **Director of Enterprise Project Management** has been reduced to the position of assistant director.
- The second **Assistant Director** position has been realigned to the Executive Director of Artificial Intelligence under the Chief of Staff.

#### **Creation and Realignment of Strategic Positions**

- The **Director of Strategic Initiatives & Project Management** will report directly to the division chief. The department will now consist of three chart positions (a director, an assistant director, and a coordinator) and two non-chart positions (a secretary and a software engineer). They will be supported by the rest of the division in developing and supporting the creation and monitoring of the District's Strategic Plan, as well as project management services.
- The Family & Community Engagement and Before & Care Departments will now report to the **Director, Before/After School Child Care & Community Engagement**. The newly comprised department will be responsible for coordinating and delivering family/community involvement activities as well as overseeing the before and after school programs across all schools. A major component will be the administration of the 21<sup>st</sup> Century Grant Programs.

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### **Strengthening a Coherent System of Leadership and Support**

- The Strategy & Innovation Division will operate as a unified system clearly aligned to District priorities.
- Cross-functional work will continue to be coordinated through a collective accountability lens.

### **Cost Neutral and Efficiency-Based Realignment**

This restructuring was achieved through the reorganization and realignment of positions, allowing the District to repurpose resources toward high-impact priorities. The approach is cost-neutral while improving operational efficiency and organizational effectiveness.

### **Impact on the District**

Even with the reduction of positions and realignments, the division will:

- Continue to develop and monitor the Strategic Plan
- Provide modified project and performance management services to departments
- Effectively administer the 21<sup>st</sup> Century Grant
- Lead and facilitate the Redefining Our Schools process



**Teaching and  
Learning**

# **Academic and Regional Alignment**

*2026-2027*

BOARD COMPANION  
TO THE DISTRICT  
ORGANIZATIONAL  
CHART

**RESEARCH & BEST PRACTICES:**

- Span of Control
- Delivery of Services
- Enhanced Support to Schools

**North**  
**68**  
Schools

**Central**  
**63**  
Schools

**South**  
**72**  
Schools

**REGIONAL**  
**OFFICES**

**STO**  
20 Schools

**STUDENT SERVICES**

**ACADEMICS**



**Parents Engaged**



**Students Supported**



**Personalized Services**



**Faster Response**



**Closer to Schools & Communities**

*Bringing Support Closer to Schools for Better Outcomes*

### Accelerating Academic Achievement Through Coordinated Academic and Student Services Support

Broward County Public Schools has redesigned its 2026-2027 organizational model to position Regional Offices as integrated support hubs that connect Academics, Student Services, Exceptional Student Education, and school leadership within one coherent system. This redesign strengthens school-centered support, improves coordination, reduces fragmentation, and accelerates academic achievement through a unified approach to service delivery.

#### The Regional Support Hub Model

For 2026-2027, BCPS is evolving the Regional Model into a more comprehensive Support Hub structure that coordinates specialized services through Regional Offices. This student-centered approach ensures equitable, responsive services for every school and every student while creating clearer pathways to access support.

The Regional Support Hub model:

- Establishes clear pathways for support so schools know where to go for services.
- Reduces fragmentation by regionalizing coordination and eliminating duplication.
- Increases responsiveness by bringing support closer to schools.
- Strengthens communication among schools, regional teams, families, and district departments.
- Builds leadership capacity through coaching, monitoring, and collaborative problem solving.

Regional Offices serve as the organizing structure through which district priorities are translated into coordinated, school-level support.

#### The Academic Design: Three Integrated Pillars

The Academic Service Model is organized around three integrated pillars that function as one coordinated system rather than separate departments. Each pillar has a distinct role, but all three are linked to the same district priorities and reinforce the same expectations for schools.

##### Instructional Excellence

District instructional frameworks, high-quality materials, classroom coaching, and data-driven improvement to promote consistent, high-impact teaching across classrooms.

##### Educator Development

Aligned teacher learning, mentoring, induction, collaboration, and leadership development so staff growth is coordinated instead of program-by-program.

##### Innovation & Future-Ready Learning

AI, digital learning, STEM+C, immersive learning, and other innovation efforts embedded in the academic core rather than operating as stand-alone initiatives.

## How Academics Supports the Hubs?

The Division of Academics provides the instructional foundation for the model. Through its redesigned Academic Service Model, Academics establishes a coherent district strategy centered on instructional excellence, educator development, and innovation.

### Academics supports Regional Hubs by providing:

- Standards-aligned curriculum and instructional frameworks.
- Instructional coaching and school-based support through Instructional Impact Specialists.
- Teacher and leader professional learning systems.
- Data-driven instructional improvement strategies.
- Innovation, AI, and future-ready learning supports embedded into the academic core.

This ensures that instructional direction is clear, aligned, and consistently connected to classroom practice.

## How Student Services and ESE Strengthen the Hubs?

The realignment of Student Services and Exceptional Student Education brings student supports into a coordinated system designed to meet the academic, social, emotional, and physical needs of students. Rather than reducing services, the redesign strengthens how adults are organized to deliver services more effectively. The Student Services and ESE model emphasizes:

### Direct support and service delivery through regional teams.

- Fully protected compliance functions.
- Cross-functional team alignment.
- Efficient use of data and systems.
- Stronger coordination between services.
- Streamlined access to support for schools.

This approach ensures that schools receive more responsive and aligned support while maintaining full compliance with federal, state, and district requirements.

## Target Audience and Segmentation

Under the redesigned structure, Academics and Student Services no longer operate as separate systems that engage schools independently. Instead, both functions are integrated through the Regional Support Hub model.

Academics	Student Services and ESE	Regional Offices
Defines the instructional direction	Provide essential whole-child and compliance-based supports	Coordinate implementation, monitor needs, and connect services to schools.

This integrated design ensures that schools experience one cohesive support system rather than multiple disconnected points of contact.

## What Schools Will Experience?

Schools will experience a more aligned, responsive, and coherent system of support. Principals and school teams will have more direct access to coordinated support through Regional Offices that function as hubs for instructional, operational, and student support.

Schools benefit from:

- Clear and consistent access to support.
- Faster coordination of services and interventions.
- Stronger alignment between instruction and student supports.
- Reduced duplication and fragmentation.
- More consistent support for school improvement and implementation.
- Increased collaboration among district teams.

The result is strengthened school capacity and improved student outcomes.

## Why This Matters for Academic Achievement?

Academic achievement accelerates when strong instruction is paired with coordinated student support. This model reflects that reality by intentionally linking instruction, professional learning, principal coaching, ESE, mental health, MTSS, behavior supports, wellness, and family-facing services through a unified regional structure.

By removing barriers to implementation, increasing responsiveness to student needs, and aligning supports, the model creates stronger conditions for teaching and learning.

This positions BCPS to sustain high performance, continue improving student outcomes, and build the leadership and teacher capacity necessary for long-term success.



## Strategic Implications

The redesigned Regional Support Hub model is not simply a reorganization of departments. It is an operating model for how BCPS will support schools under the 2026-2027 organizational structure.

It reflects a district strategy that:

- Aligns instructional direction and student support around school needs.
- Brings services closer to schools through responsive regional coordination.
- Supports the whole child while maintaining strong academic focus.
- Builds coherence, consistency, and accountability across the district.
- Strengthens BCPS's ability to sustain high performance as an A-rated district.

## Expected Measurable Outcomes

The Regional Support Hub model is designed to produce measurable improvements in both system performance and student outcomes.

Academic Outcomes	School Support Effectiveness	Student Experience and Well-Being	Leadership and Staff Capacity	System Efficiency
<ul style="list-style-type: none"><li>Increased student achievement and growth (FAST, state assessments)</li><li>Continued improvement in graduation rates and College &amp; Career Acceleration (CCA)</li></ul>	<ul style="list-style-type: none"><li>Reduced response time for school support requests</li><li>Increased alignment between instructional and student support services</li><li>Improved implementation of district initiatives</li></ul>	<ul style="list-style-type: none"><li>Improved attendance rates and reduced chronic absenteeism</li><li>Decreased behavioral incidents through coordinated MTSS supports</li><li>Increased access to mental health and wellness services</li></ul>	<ul style="list-style-type: none"><li>Increased principal satisfaction with district support</li><li>Improved teacher retention and engagement through aligned support systems</li><li>Stronger instructional leadership and school improvement outcomes</li></ul>	<ul style="list-style-type: none"><li>Reduced duplication of services across departments</li><li>More efficient use of resources through coordinated service delivery</li><li>Improved communication and reduced operational delay</li></ul>

## Benefits by Stakeholder

The Regional Support Hub model is designed to create meaningful, measurable benefits for all stakeholders by improving how support is delivered at the school level.

Students	Parents	Teachers	Principals/Leaders
<ul style="list-style-type: none"><li>Faster access to academic and behavioral supports</li><li>Better coordination of services (MTSS, ESE, mental health)</li><li>Improved learning conditions</li></ul>	<ul style="list-style-type: none"><li>Clearer communication pathways</li><li>Faster problem resolution</li><li>More transparent and responsive support</li></ul>	<ul style="list-style-type: none"><li>More aligned instructional pathways</li><li>Reduced initiative overload</li><li>Access to coordinated coaching and resources</li></ul>	<ul style="list-style-type: none"><li>Single point of access for support</li><li>Reduced time navigating departments</li><li>Stronger coaching and problem-solving structures</li></ul>

## Research and Best Practice Foundation

The Regional Support Hub model aligns with national research and best practices for large, complex school systems.

- Wallace Foundation Research (Principal Supervisor Model):**  
Demonstrates that effective districts organize support structures around principal coaching and manageable spans of control, leading to improved school leadership and student outcomes.
- Span of Control and Organizational Effectiveness:**  
Research across public sector systems shows that distributed leadership models improve responsiveness, communication, and implementation fidelity compared to centralized structures.
- Implementation Science (Coherence and Alignment):**  
Studies indicate that systems with aligned supports and reduced fragmentation achieve stronger and more consistent outcomes than those with siloed service delivery.
- Benchmarking of Large Urban Districts:**  
High-performing districts nationwide utilize regional or area-based support models to bring services closer to schools, ensuring timely, coordinated support and stronger accountability.

### Key Insight:

Centralized systems may appear more streamlined but often create distance from schools. Regional models increase proximity, responsiveness, and impact.

## Closing Statement

This model is more than an organizational redesign—it is a strategic necessity for sustaining high performance in a large, complex district. By bringing support closer to schools and ensuring it is coordinated, responsive, and aligned, BCPS is strengthening instructional quality, building leadership capacity, and improving outcomes for every student.