

Business Operations
Ofelia San Pedro, Deputy Superintendent

SUBJECT: RECLASSIFICATION OF MANAGERIAL EXEMPT PERSONNEL (MEP) POSITIONS AND PROFESSIONAL AND TECHNICAL POSITIONS IN DADE COUNTY SCHOOLS ADMINISTRATORS' ASSOCIATION (DCSAA)

- 1. APPROVE THE RECLASSIFICATIONS, TITLE CHANGES, AND/OR UPDATES TO JOB DESCRIPTIONS WHICH MAY INCLUDE CHANGES IN MINIMUM QUALIFICATIONS OF SELECTED MANAGERIAL EXEMPT PERSONNEL (MEP) AND PROFESSIONAL AND TECHNICAL (DCSAA) POSITIONS**
- 2. ESTABLISH AND CLASSIFY NEW JOB DESCRIPTIONS FOR EXISTING MANAGERIAL EXEMPT PERSONNEL (MEP) AND PROFESSIONAL AND TECHNICAL (DCSAA) POSITIONS**
- 3. APPROVE THE RECLASSIFICATIONS FOR SELECTED MANAGERIAL EXEMPT PERSONNEL (MEP) AND PROFESSIONAL AND TECHNICAL (DCSAA) PERSONNEL**

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

Reclassification of a position to a higher pay grade may result from redistribution of work assignments which significantly increase the duties and responsibilities of a position. In addition, some job descriptions necessitate an update to reflect state requirements, technical skill requirements, and/or organizational needs pursuant to the 2005-2008 District Strategic Plan. Job reclassification recommendations for Managerial Exempt Personnel (MEP) and Professional and Technical employees represented by the Dade County Schools Administrators' Association (DCSAA) are submitted to the School Board for approval on a regular basis in order to meet the on-going organizational needs of M-DCPS. The 2005 job reclassification recommendations were approved at the July 13, 2005 School Board meeting. Provisions of the Manual of Procedures for MEP, Section A-7, define the job reclassification review process in which reclassification requests are initiated by the appropriate member of the Superintendent's Executive Staff. Provisions of the M-DCPS/DCSAA labor contract, Article XIII, Section 6, also delineate the job reclassification review process in which reclassification requests may be initiated by the employee or immediate supervisor.

These reclassification requests for the MEP and DCSAA positions were submitted for review during the 2006 annual review process. These reclassifications are primarily in the following major areas:

D-13

Facilities Operations

Over the past two years, the volume of new construction and renovation awards in Facilities has increased dramatically. The employees affected have assumed additional responsibilities due to the high volume of work activity.

Information Technology Services (ITS)

Information Technology Services' workload has increased based on the 5-year technology plan. There have been over 20 new system applications integrated into the current systems. Also, ITS has gained additional users, i.e., parents, teachers. The ITS department is transitioning due to changes in technology. This translates into changes in the skill sets needed for programming, training and support staff as the reliance on new computing environments becomes critical to the success of the operation. Further, there are changes roles and responsibilities to assist with providing the best in class service to schools sites and non-school sites served; to manage the change management process resulting from the introduction of new technology; and to better align the skill sets with the market place where there is competition for talent. In addition, several of these reclassifications are in accordance with the technical career path contract provisions in the DCSAA labor contract.

Transportation

The positions in Transportation have not been reviewed for reclassification since 1990. Since that time there has been a tremendous increase in the accountability and the span of control of these positions resulting from a reduction in administrative staff. In addition, there has been a plethora of additional federal, state, local and union requirements that must be adhered to and monitored on an on-going basis, i.e., "S" endorsement license for school bus drivers, mandated drug and alcohol testing programs, Omnibus Transportation Employee Testing Act (OTETA) for major school bus accidents/incidents, etc. The average transportation center now employs over 500 employees, operates on a 14-hour day schedule and is responsible for transporting approximately 25,000 students daily. Further, there are major challenges each day, i.e., such as providing transportation for students with special needs, constant changes in routes due to construction or the addition of new students, and managing the work force of bus driver to ensure students are picked up and delivered to school on time.

Finance

The majority of positions in Finance have not been reviewed in seven or more years. Since that time, there has been an introduction of new services added in Finance i.e., Request for Proposals (RFP) for Professional Services, Shopping Cart for Procurement, Purchasing Card, etc. Further work processes have been redesigned to align with best practices in the industry and to meet the initiatives of the District Strategic Plan.

The reclassification requests were reviewed by Compensation Administration and the appropriate cabinet member. Compensation Administration is responsible for submitting the findings with advisory recommendations to the Assistant Superintendent, Labor Relations.

These findings are based on a variety of job analysis techniques including job description reviews, supervisory interviews, surveys of the job markets for which the organization competes for talent, and/or reviews of internal pay relationships. In some cases, on-site job audits and salary comparisons were also conducted. There were 50 positions submitted for reclassification. Thirty-nine (39) positions are recommended for reclassification, changes in minimum qualifications, and/or new job descriptions to appropriately reflect duties and responsibilities of current existing positions. No change is recommended for the eleven (11) remaining positions which are currently classified appropriately. Total cost of the reclassification to the General Fund is approximately \$182,500. The total number of employees affected is 111 of which 43 employees are abated to capital funds, and 22 employees are funded through a reduction of full-time positions in Information Technology Services (ITS).

Copies of the new and revised job descriptions will be forwarded to Board Members under separate cover and will be placed on file in the Citizen Information Center and the Board Recording Secretary's office.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, effective December 13, 2006:

1. Approve the reclassifications, title changes and/or updates to job descriptions which may include changes in minimum qualifications, of the following Managerial Exempt Personnel (MEP) and Professional and Technical (DCSSA) positions:

Current Title	Current Pay Grade	New Title	New Pay Grade
Director I, Service Contracts	45	Director I, Service Contracts	45
Project Manager, Capital Improvements	42	Director I, Furniture, Fixtures & Equip. Operations	45
Coordinator III, Design Trades Supervisor	42	Coordinator III, Facilities Operations	42
Executive Director, Systems & Programming Services	22	District Director, Systems & Programming Services	23
Data Security Administrator	20	Chief Information Security Officer	21
Coordinator I, Transportation Operations	40	Coordinator III, Transportation Operations	42
Administrative Assistant, Transportation Operations	34	Transportation Operations Manager	36
Executive Director, Support Operations	22	District Director, Procurement Support Operations	23
Coordinator Specialist, Materials Testing & Evaluation	43	Supervisor, Materials Testing and Evaluation	44
Supervisor I, Procurement Services	43	Supervisor II, Technology Procurement Systems	44
Coordinator II, Textbook Services	41	Coordinator III, Textbook Support Services	42
Coordinator I, Materials Acquisition & Distribution	40	Coordinator II, Materials Acquisition & Distribution	41
Cash and Management Coordinator	41	Coordinator III, Treasury	42
Banking/Financing Analyst	40	Coordinator II, Treasury	41
Administrative Assistant, Procurement	36	Manager I, Procurement	37
Administrative Assistant, Accounting	34	Administrative Assistant II, Bank Reconciliation	35
Supervisor I, Equipment & Transport	43	Supervisor II, Contracts/Supplies/Transport	44
Manager III, Food Service Quality Control	39	Coordinator I, Food Procurement and Menu Management	40
Director I, Long Range Planning	45	Director II, Strategic Planning	46
Specialist, Wages/Workforce Investment Program	19	Supervisor, Workforce Development Education	20
Manager II, Community School Fiscal Services	38	Manager III, Workforce Development Fiscal Services	39
Director, Management Analysis	45	Director II, Research Services	46
Supervisor II	44	Director I, Assessment	45
Coordinator, Assessment/Data Analysis	40	Supervisor I, Assessment/Data Analysis	43

2. Establish and classify new job descriptions for the following existing Managerial Exempt Personnel (MEP) and Professional and Technical (DCSAA) positions:
 - a. District Director, Advanced Planning, MEP, pay grade 23
 - b. Supervisor II, Facilities Operations, DCSAA, pay grade 44
 - c. Manager III, Facilities Consultants, DCSAA, pay grade 39
 - d. District Director, Technology Delivery, MEP, pay grade 23
 - e. Executive Director, Technical Architecture, MEP, pay grade 22
 - f. Coordinator III, Training Systems Education, DCSAA, pay grade 42
 - g. Project Manager, Program Management, DCSAA, pay grade 41
 - h. Executive Director, Procurement Management and Materials Testing, MEP, pay grade 22
 - i. Director II, Treasurer/Financial Reporting, DCSAA, pay grade 46
 - j. Director II, Business Operations Performance Improvement, DCSAA, pay grade 46
 - k. Manager III, Purchase Card Management, DCSAA, pay grade 39
 - l. Director, Compensation Administration, MEP, pay grade 21
 - m. Manager III, Community School Fiscal Services, DCSAA, pay grade 39
 - n. Supervisor II, Research Services, DCSAA, pay grade 44
 - o. Director I, Evaluation, DCSAA, pay grade 45

3. Approve the reclassifications for the following Managerial Exempt Personnel (MEP) and Professional and Technical (DCSAA) personnel:

<u>NAME</u>	<u>CURRENT TITLE</u>	<u>CURRENT PG</u>	<u>NEW TITLE</u>	<u>NEW PG</u>
Rolando Necuze	Director I, Advanced Planning, Governmental Affairs & Land Use (Interim)	45	District Director, Advanced Planning, Governmental Affairs & Land Use	23
William Cael	Supervisor I, Sourcing Contracts, Facilities Operations - Maintenance	43	Director I, Service Contracts, Facilities Operations - Maintenance	45

<u>NAME</u>	<u>CURRENT TITLE</u>	<u>CURRENT PG</u>	<u>NEW TITLE</u>	<u>NEW PG</u>
Will D. Lopez	Project Manager, Capital Improvement, Capital Improvement Projects	42	Director I, Furniture, Fixtures & Equipment Operations, Capital Improvement Projects	45
Rusty Ball	Coordinator I, Schedule Project Management, Capital Construction Budgets & Controls	40	Budget Analyst, Capital Construction Budgets & Controls	43
Carlton Crawl	Coordinator, Construction A/E Selection, Negotiation & Design Management	40	Analyst III, (A/E) Selection, Negotiation and Design Management, A/E Selection Negotiation & Design Management	43
Donna J. Rardin	Manager III, Facilities Operations, Facilities Operations - Maintenance	39	Resources Support Specialist, Facilities Operations - Maintenance	41
Marvin Webb	Manager II, Document Systems, Capital Improvement Projects	38	Coordinator I, Furniture, Fixtures & Equipment, Capital Improvement Projects	40
Nancy Tobin	Manager II, Document Systems, Capital Improvement Projects	38	Manager III, Facilities Consultants, Capital Improvement Projects	39
Michael Swackhammer	Coordinator I, Facilities Operations, Facilities Operations - Maintenance	40	Coordinator III, Facilities Operations, Facilities Operations - Maintenance	42
Kent Statler	Coordinator I, Facilities Operations, Region Maintenance Center 1	40	Coordinator III, Facilities Operations, Region Maintenance Center 1	42

<u>NAME</u>	<u>CURRENT TITLE</u>	<u>CURRENT PG</u>	<u>NEW TITLE</u>	<u>NEW PG</u>
Vernon Holloway	Coordinator I, Facilities Operations, Region Maintenance Center 1	40	Coordinator III, Facilities Operations, Region Maintenance Center 1	42
Paul Kelly	Coordinator I, Facilities Operations, Region Maintenance Center 1	40	Coordinator III, Facilities Operations, Region Maintenance Center 1	42
Paul R. Leveritt	Coordinator I, Facilities Operations, Region Maintenance Center 2	40	Coordinator III, Facilities Operations, Region Maintenance Center 2	42
Ralph Kugel	Coordinator I, Facilities Operations, Region Maintenance Center 2	40	Coordinator III, Facilities Operations, Region Maintenance Center 2	42
James Paynter	Coordinator I, Facilities Operations, Capital Task Force	40	Coordinator III, Facilities Operations, Capital Task Force	42
Mark May	Coordinator I, Facilities Operations, Region Maintenance Center 3	40	Coordinator III, Facilities Operations, Region Maintenance Center 3	42
Kenneth Kimble	Coordinator I, Facilities Operations, Region Maintenance Center 3	40	Coordinator III, Facilities Operations, Region Maintenance Center 3	42

<u>NAME</u>	<u>CURRENT TITLE</u>	<u>CURRENT PG</u>	<u>NEW TITLE</u>	<u>NEW PG</u>
Fermin Vazquez	Coordinator I, Facilities Operations, Region Maintenance Center 3	40	Coordinator III, Facilities Operations, Region Maintenance Center 3	42
Timothy Jones	Coordinator I, Facilities Operations, Region Maintenance Center 4	40	Coordinator III, Facilities Operations, Region Maintenance Center 4	42
Ronald M. Johnson	Coordinator I, Facilities Operations, Region Maintenance Center 4	40	Coordinator III, Facilities Operations, Region Maintenance Center 4	42
Paul Diaz	Coordinator I, Facilities Operations, Region Maintenance Center 4	40	Coordinator III, Facilities Operations, Region Maintenance Center 4	42
Mike Kanamine	Coordinator I, Facilities Operations, Region Maintenance Center 5	40	Coordinator III, Facilities Operations, Region Maintenance Center 5	42
D. Bruce Phillips	Coordinator I, Facilities Operations, Region Maintenance Center 5	40	Coordinator III, Facilities Operations, Region Maintenance Center 5	42
Julio Horstmann	Coordinator I, Facilities Operations, Region Maintenance Center 5	40	Coordinator III, Facilities Operations, Region Maintenance Center 5	42
Amos Prospere	Coordinator I, Facilities Operations, Region Maintenance Center 6	40	Coordinator III, Facilities Operations, Region Maintenance Center 6	42

<u>NAME</u>	<u>CURRENT TITLE</u>	<u>CURRENT PG</u>	<u>NEW TITLE</u>	<u>NEW PG</u>
Michael Thomas	Coordinator I, Facilities Operations, Region Maintenance Center 6	40	Coordinator III, Facilities Operations, Region Maintenance Center 6	42
Todd Kroesen	Coordinator I, Facilities Operations, Region Maintenance Center 6	40	Coordinator III, Facilities Operations, Region Maintenance Center 6	42
Gary L. Spake	Coordinator I, Facilities Operations, Facilities Operations - Maintenance	40	Coordinator III, Facilities Operations, Facilities Operations - Maintenance	42
James Sibilia	Coordinator I, Facilities Operations, Facilities Operations - Maintenance	40	Coordinator III, Facilities Operations, Facilities Operations - Maintenance	42
Jorge Bombino	Coordinator I, Facilities Operations, Facilities Operations - Maintenance	40	Coordinator III, Facilities Operations, Facilities Operations - Maintenance	42
Fred M. Jenkins	Coordinator III, Design Trades Supervision, Region Maintenance Center 1	42	Supervisor II, Facilities Operations, Region Maintenance Center 1	44
Edmond Willis	Coordinator III, Design Trades Supervision, Region Maintenance Center 1	42	Supervisor II, Facilities Operations, Region Maintenance Center 1	44
Ronald J. Yearwood	Coordinator III, Design Trades Supervision, Region Maintenance Center 2	42	Supervisor II, Facilities Operations, Region Maintenance Center 2	44

<u>NAME</u>	<u>CURRENT TITLE</u>	<u>CURRENT PG</u>	<u>NEW TITLE</u>	<u>NEW PG</u>
Michael L. Brush	Coordinator III, Design Trades Supervision, Region Maintenance Center 3	42	Supervisor II, Facilities Operations, Region Maintenance Center 3	44
Ezral Wallace	Coordinator III, Design Trades Supervision, Region Maintenance Center 3	42	Supervisor II, Facilities Operations, Region Maintenance Center 3	44
Berny Blanco	Coordinator III, Design Trades Supervision, Region Maintenance Center 4	42	Supervisor II, Facilities Operations, Region Maintenance Center 4	44
Evelyn Stultz	Coordinator III, Design Trades Supervision, Region Maintenance Center 2	42	Supervisor II, Facilities Operations, Region Maintenance Center 4	44
William L. Barroso	Coordinator III, Design Trades Supervision, Region Maintenance Center 4	42	Supervisor II, Facilities Operations, Region Maintenance Center 4	44
Don W. Deryke	Coordinator III, Design Trades Supervision, Region Maintenance Center 5	42	Supervisor II, Facilities Operations, Region Maintenance Center 5	44
Dawn Brinklow	Coordinator III, Design Trades Supervision, Regional Maintenance Center 5	42	Supervisor II, Facilities Operations, Region Maintenance Center 5	44
James E. Crumpler	Coordinator III, Design Trades Supervision, Region Maintenance Center 6	42	Supervisor II, Facilities Operations, Region Maintenance Center 6	44

<u>NAME</u>	<u>CURRENT TITLE</u>	<u>CURRENT PG</u>	<u>NEW TITLE</u>	<u>NEW PG</u>
Luis Martinez	Coordinator III, Design Trades Supervision, Region Maintenance Center 6	42	Supervisor II, Facilities Operations, Region Maintenance Center 6	44
Dwayne Willis	Coordinator III, Landscape Maintenance, Facilities Operations - Maintenance	42	Supervisor II, Facilities Operations, Facilities Operations - Maintenance	44
Nicholas Di Liello	Executive Director, Systems & Programming Services, Systems & Programming Services	22	District Director, Systems & Programming Services, Systems & Programming Services	23
Debra K. Graper	Executive Director, Support Services, Technology Delivery	22	District Director, Technology Delivery, Technology Delivery	23
Kirstie Bray	Director, Technology Solutions, Systems & Programming Services	21	Executive Director, Technical Architecture, Systems & Programming Services	22
Linda A. Jones	Director, Technology Solutions, Systems & Programming Services	21	Executive Director, Technical Architecture, Systems & Programming Services	22
James P. O'Donnell	Data Security, Administrator, Information Technology Services	20	Chief Information Security Officer, Information Technology Services	21
Victor Diorio	Director I, Technical Services, Systems and Programming Services	45	Executive Director, Technical Architecture, Systems and Program Services	22
Eleanor Williams	Project Manager, Systems & Programming Services	43	Senior Project Manager, Systems & Programming Services	44

<u>NAME</u>	<u>CURRENT TITLE</u>	<u>CURRENT PG</u>	<u>NEW TITLE</u>	<u>NEW PG</u>
Carol Hsiao	Technical Service Liaison, Systems & Programming Services	42	Project Manager, Systems & Programming Services	43
Pamela Pafford	Technical Service Liaison, Systems & Programming Services	42	Project Manager, Systems & Programming Services	43
Gary Cox	Sr. Systems Analyst I, Systems & Programming Services	41	Project Manager, Systems & Programming Services	43
Gilbert Gomez	Sr. Systems Analyst I, Systems & Programming Services	41	Project Manager, Systems & Programming Services	43
Jeffrey Muehlfeld	Project Supervisor I, Systems & Programming Services	41	Project Manager, Systems & Programming Services	43
Gary Wong	Project Supervisor I, Systems & Programming Services	41	Technical Service Liaison, Systems & Programming Services	42
Lawrence Grubbs	Project Supervisor I, Systems & Programming Services	41	Technical Service Liaison, Systems & Programming Services	42
Ivette Amador	Systems Analyst I, Systems & Programming Services	39	Sr. Systems Analyst I, Systems & Programming Services	41
Roque Castillo	Systems Analyst I, Systems & Programming Services	39	Project Supervisor I, Systems & Programming Services	41
Teresa Chau	Systems Analyst I, Systems & Programming Services	39	Project Supervisor I, Systems & Programming Services	41

<u>NAME</u>	<u>CURRENT TITLE</u>	<u>CURRENT PG</u>	<u>NEW TITLE</u>	<u>NEW PG</u>
Janis Taylor	Communication Analyst I, Information Technology Services	39	Project Manager, Program Management, Information Technology Services	41
Maria Kneipple	Sr. Programmer Analyst II, Systems & Programming Services	38	Systems Analyst I, Systems & Programming Services	39
Lillian Claudio	Programmer Analyst II, Systems & Programming Services	35	Sr. Programmer Analyst I, Systems & Programming Services	37
Jorge Fernandez	Coordinator II, Systems Education, Technology Delivery	41	Coordinator III, Training Systems Education, Technology Delivery	42
Jose A. Rojo	Network Analyst, Procurement Management Services	41	Senior Network Analyst, Procurement Management Services	42
Pierre Landrin	Coordinator II, Transportation Liaison, Jack Schee Transportation	41	Coordinator III, Transportation Operations, Jack Schee Transportation	42
Ronald Johnson	Coordinator I, Transportation Operations, Northwest Transportation	40	Coordinator III, Transportation Operations, Northwest Transportation	42
Gerris Barrett	Coordinator I, Transportation Operations, North Transportation	40	Coordinator III, Transportation Operations, North Transportation	42
Jeannette Smith	Coordinator I, Transportation Operations, Central East Transportation	40	Coordinator III, Transportation Operations, Central East Transportation	42
Portia Walden	Coordinator I, Transportation Operations, Northeast Transportation	40	Coordinator III, Transportation Operations, Northeast Transportation	42

<u>NAME</u>	<u>CURRENT TITLE</u>	<u>CURRENT PG</u>	<u>NEW TITLE</u>	<u>NEW PG</u>
Alfredo Roche	Coordinator I, Transportation Operations, Central West Transportation	40	Coordinator III, Transportation Operations, Central West Transportation	42
Gloria Weathersby	Coordinator I, Transportation Operations, Northeast Transportation	40	Coordinator III, Transportation Operations, Northeast Transportation	42
Maria M. Carisma	Coordinator I, Transportation Operations, South Transportation	40	Coordinator III, Transportation Operations, South Transportation	42
Ilene Sessions	Coordinator I, Transportation Operations, Southwest Transportation	40	Coordinator III, Transportation Operations, Southwest Transportation	42
Marable Byrd	Administrative Assistant I, Transportation Operations, Jack Schee Transportation	34	Transportation Operations Manager, Jack Schee Transportation	36
Gwendolyn Cone	Administrative Assistant I, Transportation Operations, North Transportation	34	Transportation Operations Manager, North Transportation	36
Dorothy Ferguson	Administrative Assistant I, Transportation Operations, Southwest Transportation	34	Transportation Operations Manager, Southwest Transportation	36
Melvin Diaz	Administrative Assistant I, Transportation Operations, Central East Transportation	34	Transportation Operations Manager, Central East Transportation	36
Robert Fernandez	Administrative Assistant I, Transportation Operations, North Transportation	34	Transportation Operations Manager, North Transportation	36
Greg Burns	Administrative Assistant I, Transportation Operations, South Transportation	34	Transportation Operations Manager, South Transportation	36

<u>NAME</u>	<u>CURRENT TITLE</u>	<u>CURRENT PG</u>	<u>NEW TITLE</u>	<u>NEW PG</u>
Moses Moore	Administrative Assistant I, Transportation Operations, Northeast Transportation	34	Transportation Operations Manager, Northeast Transportation	36
Yvon Mondesir	Administrative Assistant I, Transportation Operations, Northeast Transportation	34	Transportation Operations Manager, Northeast Transportation	36
Frank Hernandez	Administrative Assistant I, Transportation Operations, Central West Transportation	34	Transportation Operations Manager, Central West Transportation	36
Jose M. Martinez	Executive Director, Support Operations, Procurement Management Services	22	District Director, Procurement Support Operations, Procurement Management Services	23
Barbara Jones	Director I, Professional Services & Materials Testing, Procurement Management Services	45	Executive Director, Procurement Management and Materials Testing, Procurement Management Services	22
Martha Diaz	Director I, Treasury/ Finance Systems, Treasurer	45	Director II, Treasury/Financial Reporting, Treasurer	46
Manuel E. Reyes	Budget Director, Business Operations Performance Improvement (Interim)	45	Director II, Business Operations Performance Improvement, Business Operations Performance Improvement	46
Doraida Diaz	Coordinator Specialist, Materials Testing and Evaluation, Material Control	43	Supervisor, Materials Testing and Evaluation, Material Control	44
Linda Leasburg-Kramer	Supervisor I, Procurement Services, Procurement Management Services	43	Supervisor II, Technology Procurement Systems, Procurement Management Services	44

<u>NAME</u>	<u>CURRENT TITLE</u>	<u>CURRENT PG</u>	<u>NEW TITLE</u>	<u>NEW PG</u>
Toni Gibbs	Coordinator II, Textbook Services, Stores/Mail Distribution	41	Coordinator III, Textbook Support Services, Stores/Mail Distribution	42
Maria A. Perdomo	Manager II, General Accounting, Office of the Controller	38	Manager III, Purchase Card Management, Office of the Controller	39
Suzanne Fahmy	Administrative Assistant, Procurement Management Services	36	Manager I, Procurement, Procurement Management Services	37
Linda Vereen	Administrative Assistant, Procurement Management Services	36	Manager I, Procurement, Procurement Management Services	37
Maggie A. Darde	Administrative Assistant, Accounting, General Accounting	34	Administrative Assistant I, Bank Reconciliation, General Accounting	35
Doris Lillie	Cash and Management Coordinator, Treasurer	41	Coordinator III, Treasury, Treasurer	42
Victoria Powers	Banking/Financing Analyst/Treasurer	40	Coordinator II, Treasury, Treasurer	41
Thomas Holmberg	Supervisor I, Equipment & Transport, Food & Nutrition	43	Supervisor II, Contracts/Supplies/Transport, Food & Nutrition	44
Eduardo Vicaria	Manager III, Food Service Quality Control, Food & Nutrition	39	Coordinator I, Food Procurement and Menu Management, Food & Nutrition	40
Allyson Bentley	Manager III, Food Service Quality Control, Food & Nutrition	39	Coordinator I, Food Procurement and Menu Management, Food & Nutrition	40
Isaac Rodriguez	Supervisor, Compensation Administration, Compensation Administration	20	Director, Compensation Administration, Compensation Administration	21

<u>NAME</u>	<u>CURRENT TITLE</u>	<u>CURRENT PG</u>	<u>NEW TITLE</u>	<u>NEW PG</u>
Patricia Cunningham	Coordinator, Wage & Salary, Compensation Administration	19	Supervisor, Compensation Administration, Compensation Administration	20
Saimara Costero	Director I, Long Range Planning, Strategic Planning	45	Director II, Strategic Planning, Strategic Planning	46
Rodolfo Abella	Supervisor II, Evaluation, Educational Evaluation	44	Director I, Evaluation, Educational Evaluation	45
Carlos Manrique	Specialist, Wages/Workforce Investment Program, Adult/Vocational & Alternative Education	19	Supervisor, Workforce Development Education, Adult/Vocational & Alternative Education	20
Karen Hargreaves	Manager II, Adult/Community Fiscal Services, Adult/Vocational/Alternative & Community Education	38	Manager III, Community School Fiscal Services, Adult/Vocational/Alternative & Community Education	39
Dale Romanik	Director, Management Analysis, Research	45	Director II, Research Services, Research	46
Terry Froman	Supervisor, Research Services, Research	43	Supervisor II, Research Services, Research	44
Christine Blazer	Coordinator III, Management Analysis, Research	42	Supervisor, Research Services, Research	43
Ada Fernandez- Vicaria	Supervisor II, Assessment/Data Analysis	44	Director I, Assessment, Assessment/Data Analysis	45
Mayda Cabeza	Supervisor II, Assessment/Data Analysis (Interim)	44	Director I, Assessment Assessment/Data Analysis (Interim)	45

<u>NAME</u>	<u>CURRENT TITLE</u>	<u>CURRENT PG</u>	<u>NEW TITLE</u>	<u>NEW PG</u>
Magaly Hernandez	Coordinator, Assessment/Data Analysis, Assessment/Data Analysis	40	Supervisor I, Assessment/Data Analysis, Assessment/Data Analysis	43

SALARY RANGE

23	81,792 - 125,938	46	65,528 - 113,516
22	72,842 - 121,052	45	62,408 - 108,105
21	67,291 - 113,716	44	59,437 - 102,962
20	62,167 - 104,362	43	56,602 - 98,053
		42	53,915 - 93,398
		41	51,349 - 89,230
		40	48,897 - 84,710
		39	46,573 - 80,678
		38	44,360 - 76,847
		37	42,240 - 73,175
		36	40,225 - 69,684