

Rudolph F. Crew, Ed. D., Superintendent of Schools

**SUBJECT: REQUEST FOR APPROVAL OF SUPERINTENDENT'S
REORGANIZATION AND RESTRUCTURING OF
SELECTED DISTRICT OFFICES AND REGIONAL
CENTER OFFICES**

- 1. APPROVE THE PROPOSED REORGANIZATION AND
RESTRUCTURING OF SELECTED DISTRICT OFFICES
AND REGIONAL CENTER OFFICES**
- 2. DELETE MANAGERIAL EXEMPT POSITIONS**
- 3. ESTABLISH AND CLASSIFY NEW MANAGERIAL
EXEMPT POSITIONS**
- 4. APPOINT AND ASSIGN MANAGERIAL EXEMPT
PERSONNEL**
- 5. APPROVE CHANGE OF TITLE TO MANAGERIAL
EXEMPT POSITIONS**
- 6. APPROVE CHANGE OF PAY GRADE TO
MANAGERIAL EXEMPT POSITIONS**
- 7. AUTHORIZE THE SUPERINTENDENT TO MAKE
MINOR PERSONNEL ADJUSTMENTS IN THE
REORGANIZATION, IF NECESSARY, AND REPORT
IN WRITING TO THE BOARD**

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

**LINK TO DISTRICT
STRATEGIC PLAN: REFORM BUSINESS PRACTICES TO ENSURE
EFFICIENCY AND EFFECTIVENESS**

State funding reductions for education are forecasted to continue into the 2008-09 school year. The Florida House has proposed a budget with a reduction of approximately \$219 million or 1.2 percent for public schools. The Florida Senate is considering a proposal that would lower statewide K-12 spending by \$298 million or 1.59 percent. In turn, the District is anticipating the need to reduce the 2008-09 budget by approximately \$200 million. To help address this shortfall, two complementary initiatives related to non-school site salaries and positions will be put forth for School Board approval. The first initiative, a reorganization and restructuring of District and Regional offices, is described in detail throughout this item. The second initiative is a reduction-in-force (RIF), which will be presented at the May 21, 2008, School Board meeting.

A-2

Authorization of the Board is requested to approve the Superintendent's reorganization and restructuring of selected District and Regional Center offices. In accordance with Florida Statute Sections 1001.49 and 1012.27, and School Board Rule 6Gx13-4A-1.15, it is within the Superintendent's authority to recommend a reorganization and restructuring to the Board for approval. Furthermore, School Board Rule 6Gx13-4A-1.15 states that when the aforementioned matter is to be considered by the Board, the following information must be provided:

- How the proposed reorganization enhances the District's strategic plan and improves the operations of the District.

The proposed reorganization will enable the District to meet the goals and objectives laid out in the strategic plan, specifically:

- *Creating efficient and less costly business processes*
- *Reducing operating budgets*
- *Implementing a seamless transition for the School Improvement Zone schools returning to the regional centers*

The proposed reorganization will successfully streamline the organization and provide cost savings without negatively impacting educational services delivered to students.

- The budgetary impact of the reorganization.

The proposed reorganization will result in annual recurring net savings to the General Fund of approximately \$13.7 million. Specifically, the restructuring and consolidation of six regional center offices into four regional center offices provides an annual cost savings of approximately \$8 million and the elimination of the central office positions of the School Improvement Zone provides an annual cost savings of \$5.4 million. The remaining savings will come from position eliminations and pay grade reductions.

- The reasons for the timing of the reorganization.

In light of the forecasted reduction in funding for fiscal year 2008-09, the District must reduce salary costs. As mentioned above, the reduction in cost will be done through a reorganization (proposed here) and a RIF. To realize savings in 2008-09 and to meet all contractual obligations, the reorganization and the RIF must be approved by the Board in April and May 2008 respectively and become effective by June 30, 2008.

Additional information about the reorganization and restructuring, including organizational charts (without employee names as specified in School Board Rule 6Gx13-4A-1.15) will be provided to the Board under separate cover.

The following is a summary of new managerial exempt positions that are part of this reorganization:

DEPUTY SUPERINTENDENT, SCHOOL OPERATIONS – The Deputy Superintendent, School Operations, reports directly to the Superintendent of Schools and is responsible for the oversight of all schools through the establishment of four regional center offices. The Deputy Superintendent, School Operations, also oversees Adult/Vocational Education, Alternative Education, Attendance Boundary Committee, Athletics, Attendance Services, and the Office of Professional Standards. The Deputy is also responsible for the newly-assigned offices of Food and Nutrition and School Choice and Parental Options.

ASSOCIATE SUPERINTENDENT, HUMAN RESOURCES, EVALUATION, AND TECHNOLOGY – The Associate Superintendent, Human Resources, Evaluation, and Technology, reports directly to the Superintendent of Schools and is responsible for Human Resources, Program Evaluation, Audit and Investigative Affairs, and Strategic Planning. In addition, the Associate Superintendent is also responsible for the newly-assigned offices of Information Technology Services, Enterprise Resource Planning (ERP), Risk Benefits Management, Compensation Administration and Leave/Retirement/Unemployment Compensation.

ASSOCIATE SUPERINTENDENT, CURRICULUM AND ASSESSMENT – The Associate Superintendent, Curriculum and Assessment, reports directly to the Superintendent of Schools and is responsible for the development and implementation of system-wide educational curriculum and support as well as district, state, and federal assessments.

ASSOCIATE SUPERINTENDENT, PROFESSIONAL DEVELOPMENT AND EDUCATIONAL SERVICES – The Associate Superintendent, Professional Development and Educational Services, reports directly to the Superintendent of Schools and is responsible for system-wide professional development programs, including leadership development, and the newly-assigned offices of Special Education and Psychological Services and Student Services.

RECOMMENDED: That effective June 30, 2008, or as soon thereafter as can be facilitated, The School Board of Miami-Dade County, Florida:

1. Approve the proposed reorganization and restructuring of selected District Offices and Regional Center Offices, specifically, the consolidation of six Regional Center Offices into four Regional Center Offices and the elimination of the central office of the School Improvement Zone.

2. Authorize the Superintendent to terminate the impacted lease agreements resulting from the consolidation of the Regional Center Offices.
3. Delete the following Managerial Exempt (MEP) positions:
 - a. Deputy Superintendent, Curriculum and Instruction, MEP pay grade 28
 - b. Deputy Superintendent, Professional Development, MEP pay grade 28
 - c. Chief of Staff, MEP pay grade 27
 - d. Associate Superintendent, School Operations, MEP pay grade 26
 - e. Associate Superintendent, Curriculum and Instructional Support, MEP pay grade 26
 - f. Associate Superintendent, School Improvement Zone, MEP pay grade 26
 - g. Assistant Superintendent, Special Projects, MEP pay grade 25
4. Establish and Classify new MEP positions:
 - a. Deputy Superintendent, School Operations, MEP pay grade 28
 - b. Associate Superintendent, Human Resources, Evaluation, and Technology, MEP pay grade 27
 - c. Associate Superintendent, Curriculum and Assessment, MEP pay grade 27
 - d. Associate Superintendent, Professional Development and Educational Services, MEP pay grade 27
5. Appoint and assign MEP personnel:
 - a. **Freddie Woodson**, Associate Superintendent, School Operations, MEP pay grade 26 to Deputy Superintendent, School Operations, MEP pay grade 28
 - b. **Carolyn Spaht**, Chief of Staff, MEP pay grade 27 to Associate Superintendent, Human Resources, Evaluation, and Technology, MEP pay grade 27
 - c. **Antoinette Dunbar**, Deputy Superintendent, Curriculum and Instruction, MEP pay grade 28 to Associate Superintendent, Curriculum and Assessment, MEP pay grade 27

- d. **Ava Byrne**, Deputy Superintendent, Professional Development, MEP pay grade 28 to Associate Superintendent, Professional Development and Educational Services, MEP pay grade 27

6. Approve change of title to MEP positions:

- a. Associate Superintendent, Intergovernmental Affairs, Grants Administration and Community Services, MEP pay grade 27 to Associate Superintendent, Intergovernmental Affairs and Grants Administration, MEP pay grade 27

7. Approve change of pay grade to MEP positions:

- a. Chief of Police/District Security, MEP pay grade 26 to Chief of Police/District Security, MEP pay grade 25
- b. Chief of Accountability and System-wide Performance, MEP pay grade 26 to Chief of Accountability and System-wide Performance, MEP pay grade 25

8. Authorize the Superintendent to make minor personnel adjustments in the reorganization, if necessary, and report in writing to the Board.