

Roger C. Cuevas, Superintendent of Schools

SUBJECT: SUPERINTENDENT'S REALIGNMENT OF SELECTED DISTRICT OFFICES

1. **APPROVE PROPOSED REALIGNMENT OF SELECTED DISTRICT OFFICES**
2. **DELETE ADMINISTRATIVE POSITIONS (34)**
3. **ESTABLISH AND CLASSIFY ADMINISTRATIVE POSITIONS (40)**
4. **CHANGE OF TITLES (4)**
5. **APPROVE LATERAL TRANSFERS, ADMINISTRATIVE PERSONNEL**
6. **APPOINT AND ASSIGN ADMINISTRATIVE PERSONNEL**

This item is being submitted for School Board approval pursuant to Florida Statutes 230.23(5) and 230.33(7) and School Board Rule 6Gx13-2C-1.03.

School Board Rule 6Gx13-4A-1.16 and the labor contract with the Dade County Schools Administrators Association (DCSAA) permit the Superintendent discretion in making recommendations to the Board for direct appointment of administrative and professional and technical personnel when proposing changes in the administrative organizations.

The Superintendent's purpose in developing and recommending this Agenda Item is to realign selected district offices by addressing the expanded roles, functions, and responsibilities of individuals and departments within the organization. These changes are proposed due to reforms which have occurred through the use of technology, new integrated media systems, and new business methods; the implementation of new initiatives and legislative actions such as the Governor's A+ Plan; the implementation of WAGES; and the need for the school district to start identifying and training individuals who may assume the roles of key administrators who will be retiring and leaving Miami-Dade County Public Schools within the next three years.

OFFICE OF THE DEPUTY SUPERINTENDENT OF SCHOOLS- Dr. Henry C. Fraind, Deputy Superintendent of Schools is recommending the following staff changes based on the retirement of Mr. Eric Parker, Chief Officer, Legislative, Labor Relations, and Governmental Affairs, and the need to realign selected offices and departments reporting to him. Mr. Gerald Williams, currently Labor Attorney, MAPP pay grade 50, be promoted to the newly established position of Chief of

Legislative and Labor Relations, MAPP pay grade 52, and Ms. Susan Weiner, currently Senior Executive Director, Risk and Benefits Management, be laterally transferred to the position of District Director, Labor Relations, to assist Mr. Williams. Additionally, a position of Assistant Labor Attorney, MAPP pay grade 45, is being established for Labor Relations.

Ms. Helen Blanch, currently Executive Director, Network and Internet Services, MAPP pay grade 47, be promoted to the newly established position of Senior Executive Director, Network and Internet Services, MAPP pay grade 48. Mr. Pierre Rutledge, Coordinator I, Legislative Relations, MAPP pay grade 40, be promoted to the position of Staff Specialist, Legislative and Labor Relations, MAPP pay grade 42. Mr. Jaime G. Torrens, currently Executive Director, Safety, Energy, and Communications Management, pay grade 47, be promoted to the newly established position of Senior Executive Director, Safety, Energy, Communications and Fiscal Management, MAPP pay grade 48. Ms. Virginia Byrd, currently Director I, Management Projects and Board Meeting Records Control, pay grade 45, be promoted to the newly established position of Executive Director, Management Projects, Board Meeting Records Control, and Citizen Information, MAPP pay grade 47. It is further recommended that a number of DCSAA positions be deleted and new DCSAA positions established.

FINANCIAL AFFAIRS- The Office of Treasury Management has attained new responsibilities regarding the administration of district funds, in particular, individual schools' internal funds through a centralized banking management. New opportunities to carry out synthetic variable rate debt, contingent bond refunding agreements, and unhedged variable rate debt will provide additional capital project funding, and or reduction in debt payment. These strategies require additional oversight. Therefore, in order to carry out these and other new responsibilities which have been added over the past two years, the following changes are proposed: Establish and classify the position of Equities/Financing Senior Analyst, pay grade 43 (DCSAA), Cash and Disbursement Management Coordinator, pay grade 41 (DCSAA), and Banking/Financing Analyst, pay grade 40 (DCSAA).

Over the last ten years, the functions and responsibilities of certain individuals in the various departments comprising the Office of Accounting have changed through the use of technology and new business methods. As responsibilities have modified and expanded, no realignment has occurred during this period. Therefore, it is recommended that the following positions under the DCSAA unit be established and classified: Director I, Cost and Business Services, pay grade 45; Supervisor II, Operational Accounting, pay grade 44; Accounts Payable Manager Specialist, pay grade 40; Manager III, Cost and Business Services, pay grade 39; Business Manager, Internal Fund, pay grade 37; Food and Nutrition Service Accounting Specialist, pay grade 37; and Administrative Assistant, Accounting, pay grade 34. It is also recommended that the title of the Office of Accounting be changed to the Office of the Controller.

MANAGEMENT AND ACCOUNTABILITY- Ms. Carol Cortes, Deputy Superintendent, Management and Accountability will have the following new administrators and offices/divisions/departments reporting to her. Mr. Alex Bromir, Chief Administrator, Bureau of Community Services will report to Ms. Cortes. Mr. Bromir will have Community Education and Participation, and Parent Participation reporting to him.

Ms. Onetha J. Gilliard, currently Assistant Superintendent, School Operations, will laterally move to the open position of Assistant Superintendent, Management and Accountability. Ms. Gilliard will have the Division of Food and Nutrition and the Department of Business Development and Assistance reporting to her. Ms. Joan Moye, Executive Director, Division of Information Services will report to Ms. Cortes. Ms. Moye will have the Departments of Publications, Marketing, Public Relations, Parent Outreach, Translation Services, and Graphics and Materials Production, reporting to her.

Additionally, the Division of Equal Educational and Employment Opportunity (EEEEO) has doubled its caseloads and responsibilities during the past two years. The recent decision by the United States Supreme Court on student harassment is a new area that will further impact this office. Staff is frequently called upon to testify on behalf of the district as expert witnesses in numerous cases. In addition to its investigative functions, staff has also taken additional responsibilities for the staff development provided by the Management Academy and the Teacher Education Center of all school-site and non-school site administrators, and instructional staff. Therefore, it is recommended that Mr. Rafael Urrutia, currently Director I, pay grade 45, Equal Educational and Employment Opportunity, be promoted to the newly established position of District Director, Equal Educational and Employment Opportunity, MAPP pay grade 48. It is further recommended that the Coordinator III, EEEEO position, pay grade 42, be upgraded to the position of EEEEO Compliance Officer, pay grade 43. Ms. Cortes will continue to have the following offices reporting to her: Management and Compliance Audits, Educational Evaluation, and Facilities Compliance.

FEDERAL PROGRAMS AND GRANTS ADMINISTRATION- In order for Federal Programs and Grants Administration to enhance its organizational and managerial efficiency and expand to include WLRN, and Hospitality and Dining Services, the following recommendations are being proposed by Dr. John Johnson II, Deputy Superintendent, Federal Programs and Grants Administration. With the added services provided by the Title I program and the monitoring of all state and federal compliance regulations, it is recommended that Ms. Maybelline Truesdell, currently District Director, Title I, MAPP pay grade 48, be promoted to the newly established position of Executive Officer, Title I Program Compliance, MAPP pay grade 50.

New changes at WLRN will enhance the channel capabilities of the system and will bring an extensive need for closer ties with the business community and foundations bringing a new dimension with an integrated media system. Dr. Adiba Ash, currently Executive Director, Media Programs, WLRN, MAPP pay grade 47 be promoted to the newly established position of Executive Officer, Integrated Media Systems, MAPP pay grade 50. Mr. Jairo Garzon, currently Coordinator I, Hospitality Services, pay grade 41, be promoted to the newly established DCSAA position of Hospitality Services Specialist, pay grade 43.

PERSONNEL MANAGEMENT AND SERVICES- Ms. Patricia Parham, currently Assistant Superintendent, Professional Development and Career Advancement, be laterally transferred to the position of Assistant Superintendent, Human Resources and Development. Mr. John Dowda, currently Senior Executive Director, Wage and Salary Administration, MAPP pay grade 48, be promoted to the position of Executive Officer, Wage and Salary Administration, MAPP pay grade 50. Mr. Dowda has primary responsibility for planning, developing, and managing the district's classification and compensation programs, including tuition reimbursement. The division has expanded the implementation and administration of the compensation provisions in all negotiated labor contracts and the policies and positions governing compensation for other employee groups. Dr. Joyce Annunziata, currently Senior Executive Director, Professional Standards, MAPP pay grade 48, be promoted to the position of Assistant Superintendent, Professional Standards, MAPP pay grade 50. This was a previously established and classified position. There have been major changes and additional duties and responsibilities added to Professional Standards during the past three years. For example, in a fiscal year, over 1,000 investigative cases are reported; over 300 administrative reviews are conducted; over 50 new teachers are dismissed or resign in lieu of dismissal during the 97-day probationary period; the number of professional service contract teachers in a prescriptive status has increased over 150%; over 130 non-instructional staff members are terminated; over 2,000 drug-screenings of employees are conducted; over 375 district conferences for the record are held; and over 1,800 district level dispositions are concluded. Ms. Vera Hirsh, currently Senior Executive Director, Personnel Administration, will have the Division of Management Selection and the Division of Professional and Technical Staffing reporting to her. These two divisions used to report to Ms. Parham. With the lateral transfer of Ms. Susan Weiner to assist Mr. Gerald Williams in Labor Relations, Mr. Scott Clark, currently Executive Director, Risk and Benefits Management, is recommended to be promoted to the position vacated by Ms. Weiner, Senior Executive Director, Risk and Benefits Management, MAPP pay grade 48.

SCHOOL OPERATIONS- The supervision of the Assistant Principals for Community Education will be under Mr. Eddie Pearson, Deputy Superintendent, School Operations. Dr. Fred C. Rodgers, District Director, will have Mr. Manuel Gonzalez, currently principal at Riverside Elementary School, assisting him with community schools and will be laterally transferred to the position of Executive Director, Community Schools, MAPP pay grade 47. Ms. Nancy Sapiro, Instructional Supervisor, Adult/Community School, will continue to work with the before and after school care program, reporting to Mr. Gonzalez. It is further recommended that the position of Fiscal Services Manager II, pay grade 38 be added to this division to provide fiscal control, monitoring, and training for personnel in community schools and before and after school care centers. The Division of Transportation has increased its fleet from 1,900 tp 3,500 vehicles as a result of the transfer of responsibilities from other departments to the Department of Transportation. The need for the staff position of Executive Director, Transportation Budget Planning, pay grade 47 is evident. It is recommended that Dr. Bhagwan S. Gupta, currently Executive Director, Architectural Support Services, be laterally transferred to the newly established position of Executive Director, Transportation Budget Planning. Furthermore, it is recommended that Mrs. Marta Leyva, currently Assistant Superintendent, School Operations, MAPP pay grade 50, be promoted to the position of Associate Superintendent, School Operations, MAPP pay grade 52.

EDUCATION - Mr. Joseph Mathos, Deputy Superintendent for Education has made the following recommendations to his organization based on the new initiatives being developed in the district; new legislative actions such as the Governor's A+ Plan; and the implementation of WAGES. Mr. Mathos will have the following offices reporting to him: Bureau of Elementary, Secondary, and Career/Vocational Education, the Office of Alternative Education and Dropout Prevention Programs, the Office of Career Preparation and Innovative Programs, the Office of Exceptional Student Education, and the Office of Curriculum Support Services. Mr. Ronald Felton, currently District Director, Exceptional Student Education, MAPP pay grade 48, be promoted to the open budgeted position of Assistant Superintendent, Exceptional Student Education, MAPP pay grade 50. Mr. Nelson Perez, currently Assistant Superintendent, Alternative Education and Special Programs, MAPP pay grade 50, be promoted to the newly established position of Associate Superintendent, Adult/Vocational, Alternative and Dropout Prevention Programs, MAPP pay grade 52. Mrs. Mercedes Toural, currently District Director, Foundation Skills, MAPP pay grade 48, be promoted to the newly established position of Assistant Superintendent, Career Preparation and Innovative Programs, MAPP pay grade 50.

The Bureau of Elementary, Secondary, and Career/Vocational Education, headed by Ms. Silver will have the following offices and divisions reporting to her. The Office of Applied Technology, Adult, and Career Education, Language Arts/Reading, USI Mathematics and Science, Instructional Technology and Media Support Services,

Social Sciences and Special Programs, Advanced Academic Programs, and Educational Planning. The Office of Career Preparation and Innovative Programs headed by Mrs. Toural will have the following offices reporting to her: Schools of Choice, Student Counseling Services, Career Preparation. The Office of Exceptional Student Education (ESE) will have the following offices/divisions reporting to Mr. Felton: Exceptional Student Education Programs, FDLRSS, Pre-Kindergarten ESE Programs, Psychological Services, and the ESE Centers. The Office of Adult/Vocational, Alternative, and Dropout Prevention Programs, headed by Mr. Perez, will have the following offices/divisions reporting to him: Alternative Education, Juvenile Justice Support Programs, Juvenile Services Programs, Outreach Programs, the Division of School Police, and the Alternative Education and Outreach Center schools. The Office of Curriculum Support Services Programs, headed by Mrs. Nereida Santa-Cruz, Assistant Superintendent, will have the following offices/divisions reporting to her: Life Skills and Special Events, Early Childhood Programs, Educational Services, Bilingual/Foreign Language Skills.

FACILITIES PLANNING AND CONSTRUCTION- Dr. Paul J. Phillips, Chief Facilities Officer has made the following recommendations to his organization. Mr. James Dillard, currently Executive Director, Capital Improvement Projects, pay grade 47, be promoted to the newly established position of Assistant Chief, Design and Construction, MAPP, pay grade 52. Mr. Peter de la Horra, currently Supervisor II, Facilities Management, pay grade 44, will move to the position vacated by Mr. Dillard, Executive Director, Capital Improvement Projects, pay grade 47. Ms. Isora C. Castro, currently Supervisor II, Capital Construction Budgets, pay grade 44, be promoted to the newly established DCSAA position of Executive Director, Capital Construction Budgets, pay grade 47. Ms. Rusty Ball, Coordinator I, Capital Construction Budgets will report to Ms. Castro. The Division of Site Planning, which formerly reported to Dr. Henry C. Fraind, Deputy Superintendent of Schools, will now report to Dr. Phillips. Mr. Julio Alvarez, Executive Director, Division of Project and Contract Management will also report to Dr. Phillips.

RECOMMENDED: That effective July 15, 1999, or as soon thereafter as can be facilitated, The School Board of Miami-Dade County, Florida:

1. Approve the proposed realignment of selected district offices;
2. Delete the following administrative positions:
 - a. Chief Officer, Legislative and Labor Relations and Governmental Affairs, MAPP pay grade 54;
 - b. Labor Attorney, MAPP pay grade 50;
 - c. Assistant Superintendent, Professional Development and Career Advancement, MAPP pay grade 50;

- d. Assistant Superintendent, Alternative Education and Dropout Prevention Programs, MAPP pay grade 50;
- e. Assistant Superintendent, School Operations, MAPP pay grade 50;
- f. Senior Executive Director, Wage and Salary Administration, MAPP pay grade 48;
- g. Senior Executive Director, Professional Standards, MAPP pay grade 48;
- h. District Director, Exceptional Student Education, MAPP pay grade 48;
- i. District Director, Foundation Skills, MAPP pay grade 48;
- j. Executive Director, Title I, MAPP, pay grade 47;
- k. Executive Director, Network and Internet Services, MAPP pay grade 47;
- l. Executive Director, Architectural Support Services, MAPP pay grade 47;
- m. Executive Director, Safety, Energy, and Communications Management, pay grade 47;
- n. Executive Director, Media Programs, WLRN, MAPP pay grade 47;
- o. Director I, Management Projects and Board Meeting Records Control, pay grade 45;
- p. Director I, Equal Educational and Employment Opportunity (EEEEO), pay grade 45;
- q. Supervisor II, Capital Construction Budgets, pay grade 44;
- r. Coordinator III, Accounting, pay grade 42;
- s. Coordinator III, Operational Accounting, pay grade 42;
- t. Coordinator III, Public Relations, pay grade 42;
- u. Coordinator II, Compliance, MAPP pay grade 41;
- v. Coordinator II, Energy Systems, pay grade 41;
- w. Coordinator II, Materials Control, pay a grade 41;
- x. Resource Support Specialist, pay grade 41;
- y. Coordinator II, Hospitality Services, pay grade 41;
- z. Coordinator I, Legislative Relations, MAPP pay grade 40;
- aa. Coordinator I, Energy Management, pay grade 40;
- bb. Manager III, Energy Systems, pay garade 39;
- cc. Accounts Payable Manager, pay grade 39;
- dd. Manager III, Finance, pay grade 39;
- ee. Manager II, Citizen Information, pay grade 38;
- ff. Manager I, Accounting Research, pay grade 37;
- gg. Building Manager, pay grade 36; and
- hh. Administrative Assistant I, Finance, pay grade 34.

3. Establish and classify the following administrative positions:
 - a. Chief of Legislative and Labor Relations, MAPP pay grade 52;
 - b. Associate Superintendent, Adult/Vocational, Alternative Education and Dropout Prevention Programs, MAPP pay grade 52;
 - c. Assistant Chief, Design and Construction, MAPP pay grade 52;
 - d. Assistant Superintendent, Career Preparation and Innovative Programs, MAPP pay grade 50;
 - e. Executive Officer, Wage and Salary Administration, MAPP pay grade 50;
 - f. Executive Officer, Title I Programs, MAPP pay grade 50
 - g. Executive Officer, Integrated Media Services, pay grade 50;
 - h. Senior Executive Director, Network and Internet Services, MAPP pay grade 48;
 - i. Senior Executive Director, Safety, Energy, Communications and Fiscal Management, MAPP pay grade 48;
 - j. District Director, Equal Educational and Employment Opportunity (EEEEO), MAPP pay grade 48;
 - k. District Director, Career Preparation, MAPP pay grade 48;
 - l. Executive Director, Management Projects, Board Meeting Records Control, and Citizen Information, MAPP pay grade 47;
 - m. Executive Director, Transportation Budget Planning, pay grade 47;
 - n. Executive Director, Capital Construction Budgets, pay grade 47;
 - o. Executive Director, Programs for Learning Disabilities and Special Projects, MAPP pay grade 47;
 - p. Director I, Cost and Business Services, pay grade 45;
 - q. Instructional Supervisor, DCT/Work Experience, MAPP pay grade 45;
 - r. Instructional Supervisor, Student Services, MAPP pay grade 45;
 - s. Director I, Information Services, pay grade 45;
 - t. Assistant Labor Attorney, MAPP pay grade 45;
 - u. Supervisor II, Operational Accounting, pay grade 44;
 - v. Public and Media Relations Officer, pay grade 44;
 - w. Energy Programs and Utilities Officer, pay grade 44;
 - x. District Communications Management Officer, pay grade 44;
 - y. Coordinator Specialist, Utilities Administration and Recycling, pay grade 43;

- z. Coordinator Specialist, Materials Testing and Evaluation, pay grade 43;
- aa. EEO Compliance Officer, pay grade 43;
- bb. Hospitality Services Specialist, pay grade 43;
- cc. Equities/Financing Senior Analyst, pay grade 43;
- dd. Specialist, Legislative and Labor Relations , MAPP pay grade 42;
- ee. Specialist, WAGES/Workforce Investment Program, MAPP pay grade 42;
- ff. Cash and Management Coordinator, pay grade 41;
- gg. Coordinator, Energy Management Operations, pay grade 41;
- hh. Banking/Financing Analyst, pay grade 40;
- ii. Accounts Payable Manager Specialist, pay grade 40;
- jj. Staff Specialist, Citizen Information and District Advisory Notification, pay grade 40;
- kk. Manager III, Cost and Business Services, pay grade 39;
- ll. Building Manager Specialist, pay grade 38;
- mm. Business Manager, Internal Fund, pay grade 37;
- nn. Food and Nutrition Service Accounting Specialist, pay grade 37; and
- oo. Administrative Assistant, Accounting, pay grade 34.

4. Change of Titles:

- a. Associate Superintendent, Facilities Operations, MAPP pay grade 52, to Assistant Chief, Maintenance and Operations, MAPP pay grade 52;
- b. Associate Superintendent, Elementary and Secondary Education, MAPP pay grade 52, to Associate Superintendent, Elementary, Secondary, and Career/Vocational Education, MAPP pay grade 52;
- c. Assistant Superintendent, Educational Services, MAPP pay grade 50, to Assistant Superintendent, Curriculum Support Services, MAPP pay grade 50;
- d. Assistant Superintendent, Human Resources, MAPP pay grade 50, to Assistant Superintendent, Human Resources and Development, MAPP pay grade 50;

5. Laterally Transfer:

- a. Ms. Patricia Parham, Assistant Superintendent, Professional Development and Career Advancement, MAPP pay grade 50, to Assistant Superintendent, Human Resources and Development, MAPP pay grade 50;

- b. Ms. Onetha J. Gilliard, Assistant Superintendent, School Operations, MAPP pay grade 50, to Assistant Superintendent, Management and Accountability, MAPP pay grade 50;
 - c. Ms. Susan Weiner, Senior Executive Director, Risk and Benefits Management, MAPP pay grade 48, to District Director, Labor Relations, MAPP pay grade 48.
 - d. Dr. Bhagwan S. Gupta, Executive Director, Architectural Support Services, MAPP pay grade 47, to Executive Director, Transportation Budget Planning, pay grade 47; and
 - e. Mr. Manuel Gonzalez, Principal, Riverside Elementary School, MAPP pay grade 47, to Executive Director, Community Schools, MAPP pay grade 47.
6. Appoint and assign administrative personnel:
- a. Mr. Gerald Williams, Labor Attorney, MAPP pay grade 50, to Chief Officer, Legislative and Labor Relations, MAPP pay grade 52;
 - b. Mr. James Dillard, Executive Director, Capital Improvement Projects, pay grade 47, to Assistant Chief, Design and Construction, MAPP pay grade 52;
 - c. Mrs. Marta Leyva, Assistant Superintendent, School Operations, MAPP pay grade 50, to Associate Superintendent, School Operations, MAPP pay grade 52;
 - d. Mr. Nelson Perez, Assistant Superintendent, Alternative Education and Dropout Prevention Programs, MAPP pay grade 50, to Associate Superintendent, Adult/Vocational, Alternative and Dropout Prevention Programs, MAPP pay grade 52;
 - e. Mr. Ronald Felton, District Director, Exceptional Student Education, MAPP pay grade 48, to Assistant Superintendent, Exceptional Student Education, MAPP pay grade 50;
 - f. Mrs. Mercedes Tournal, District Director, Foundation Skills, MAPP pay grade 48, to Assistant Superintendent, Career Preparation and Innovative Programs, MAPP pay grade 50;
 - g. Dr. Joyce Annunziata, Senior Executive Director, Professional Standards, MAPP pay grade 48, to Assistant Superintendent, Professional Standards, MAPP pay grade 50;

- h. Mr. John Dowda, Senior Executive Director, Wage and Salary Administration, MAPP pay grade 48, to Executive Officer, Wage and Salary Administration, MAPP pay grade 50;
- i. Ms. Maybelline Truesdell, District Director, Title I Programs, MAPP pay grade 48, to Executive Officer, Title I Programs, MAPP pay grade 50;
- j. Dr. Adiba Ash, Executive Director, WLRN, MAPP pay grade 47, to Executive Officer, Integrated Media Services, MAPP pay grade 50;
- k. Ms. Helen Blanch, Executive Director, Network and Internet Services, MAPP pay grade 47, to Senior Executive Director, Network and Internet Services, MAPP pay grade 48;
- l. Mr. Scott Clark, Executive Director, Risk and Benefits Management, MAPP pay grade 47, to Senior Executive Director, Risk and Benefits Management, MAPP pay grade 48;
- m. Mr. Alberto M. Carvalho, Executive Director, Title I, MAPP pay grade 47, to District Director, Title I, MAPP pay grade 48;
- n. Mr. James G. Torrens, Executive Director, Safety, Energy and Communications Management, pay grade 47, to Senior Executive Director, Safety, Energy, Communications and Fiscal Management, MAPP pay grade 48;
- o. Mr. Rafael Urrutia, Director I, Equal Educational and Employment Opportunity (EEEE), pay grade 45, to District Director, Equal Educational and Employment Opportunity (EEEE), MAPP pay grade 48;
- p. Ms. Virginia Byrd, Director I, Management Projects and Board Meeting Records Control, pay grade 45, to Executive Director, Management Projects, Board meeting Records Control, and Citizen Information, MAPP pay grade 47;
- q. Ms. Isora C. Castro, Supervisor II, Capital Construction Budgets, pay grade 44, to Executive Director, Capital Construction Budgets, pay grade 47;
- r. Ms. Estelle Wild, Instructional Supervisor, Exceptional Student Education, MAPP pay grade 45, to Executive Director, Programs for Learning Disabilities and Special Projects, MAPP pay grade 47;
- s. Mr. Pedro de la Horra, Supervisor II, Facilities Management, pay grade 44, to Executive Director, Capital Improvement Projects, pay grade 47;
- t. Mr. Leonardo Fernandez, Coordinator III, Accounting, pay grade 42, to Director I, Cost and Business Services, pay grade 45;

- u. Mr. Enrique Cepero-Mathiot, Educational Specialist, to Instructional Supervisor, DCT/Work Experience, MAPP pay grade 45;
- v. Ms. Phyllis Hallberg, Educational Specialist, to Instructional Supervisor, Student Services, MAPP pay grade 45;
- w. Ms. Zandra R. Albury, Supervisor II, Community Participation, MAPP pay grade 44, to Director I, Information Services, pay grade 45;
- x. Mr. Mario Gonzalez-Pola, Coordinator, Construction, pay grade 40, to Supervisor II, Facilities Management, pay grade 44;
- y. Mr. Robert Gavilo, Coordinator III, Operational Accounting, pay grade 42, to Supervisor II, Operational Accounting, pay grade 44;
- z. Mr. Jeffrey Ronci, Coordinator III, Public Relations, pay grade 42, to Public and Media Relations Officer, pay grade 44;
- aa. Mr. David E. Malet, Coordinator II, Energy Systems, pay grade 41, to Energy Programs and Utilities Officer, pay grade 44;
- bb. Ms. Persephone A. Taylor, Resource Support Specialist, pay grade 41, to District Communications Management Officer, pay grade 44;
- cc. Mr. Alfredo Sardinias, Coordinator I, Energy Management, pay grade 40, to Coordinator Specialist, Utilities Administration and Recycling, pay grade 43;
- dd. Mr. Roberto J. Munro, Coordinator II, Materials Control, pay grade 41, to Coordinator Specialist, Materials Testing and Evaluation, pay grade 43;
- ee. Ms. Yvonne Farmer, Coordinator III, Compliance, pay grade 42, to EEO Compliance Officer, pay grade 43;
- ff. Ms. Madeleine Rodriguez, Coordinator III, Compliance, pay grade 42, to EEO Compliance Officer, pay grade 43;
- gg. Ms. Maria Teresa Perez, Coordinator III, Compliance, pay grade 42, to EEO Compliance Officer, pay grade 43;
- hh. Mr. Joseph Estrada, Coordinator II, Compliance, MAPP pay grade 41, to Coordinator III, Compliance, pay grade 42;
- ii. Mr. Jairo Garzon, Coordinator II, Hospitality Services, pay grade 41, to Hospitality Services Specialist, pay grade 43;
- jj. Mr. Pierre Rutledge, Coordinator I, Legislative Relations, MAPP pay grade 40, to Specialist, Legislative and Labor Relations, MAPP pay grade 42;

- kk. Mr. Carlos Manrique, Coordinator I, Legislative Relations, MAPP pay grade 40, to Specialist, WAGES/Workforce Investment Program, MAPP pay grade 42;
- ll. Ms. Doris A. Lillie, Manager III, Finance, pay grade 39, to Cash and Management Coordinator, pay grade 41;
- mm. Mr. Ronald J. Tincher, Manager III, Energy Systems, pay grade 39, to Coordinator, energy Management Operations, pay grade 41;
- nn. Ms. Victoria A. Powers, Administrative Assistant I, Finance, pay grade 34, to Banking/Finance Analyst, pay grade 40;
- oo. Ms. Shawna Cleveland, Accounts Payable Manager, pay grade 39, to Accounts Payable Manager Specialist, pay grade 40;
- pp. Mr. Eric F. Ojeda, Accounts Payable Manager, pay grade 39, to Accounts Payable Manager Specialist, pay grade 40;
- qq. Ms. Tammy Reed, Manager II, Citizen Information, pay Page 13 of 13 grade 38, to Staff Specialist, Citizen Information and District Advisory Notification, pay grade 40;
- rr. Ms. Diane S. Woods, Manager I, Accounting Research, pay grade 37, to Manager III, Cost and Business Services, pay grade 39;
- ss. Mr. Manuel Gomez, Building Manager, pay grade 36, to Building Manager Specialist, pay grade 38;
- tt. Mr. Martell Williams, Building Manager, pay grade 36, to Building Manager Specialist, pay grade 38;
- uu. Ms. Maria Perdomo, Administrative Assistant III, Food Service Accounting, pay grade 36, to Food and Nutrition Service Accounting Specialist, pay grade 37.