

Merrett R. Stierheim, Superintendent of Schools

**SUBJECT: SUPERINTENDENT'S REORGANIZATION AND RESTRUCTURING OF
SELECTED DISTRICT AND REGION OFFICES**

1. APPROVE PROPOSED REORGANIZATION AND RESTRUCTURING OF SELECTED DISTRICT AND REGION OFFICES
2. DELETE ADMINISTRATIVE POSITIONS
3. ESTABLISH AND CLASSIFY ADMINISTRATIVE POSITIONS
4. APPOINT AND ASSIGN ADMINISTRATIVE PERSONNEL
5. APPROVE LATERAL TRANSFERS OF ADMINISTRATIVE PERSONNEL
6. APPROVE RECLASSIFICATIONS OF ADMINISTRATIVE PERSONNEL
7. APPROVE CHANGE OF TITLES
8. APPROVE SALARY INCREASE OF 4% FOR PROMOTED MANAGERIAL EXEMPT PERSONNEL

Authorization of the Board is requested to approve the Superintendent's reorganization and restructuring of selected District and region offices. By law, it is within the Superintendent's authority to structure a reorganization involving personnel and offices within the District and then to submit this reorganization and restructuring to the Board. This item is being submitted for School Board approval pursuant to Florida Statutes 230.32(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 organization.

Additionally, School Board Rule 6Gx13- 4D-1.022, Manual of Procedures for Managerial Exempt Personnel, Section B-5, paragraph D, provides the following:

"An employee who is promoted from a position covered under this system shall move to the higher pay grade at a rate which provides a 9% increase provided such increase will not exceed the maximum, unless the Superintendent, due to unusual circumstances, recommends and The School Board approves non-implementation of this provision."

REPLACEMENT

Due to the extreme financial situation currently facing the District, it is recommended that promoted employees receive a 4% increase rather than the 9% increase.

The Superintendent's purpose in developing and recommending this reorganization and restructuring Agenda Item is to promote the educational mission of the District, provide cost savings, increase overall efficiency and streamline the administrative organization of the District. This reorganization and restructuring effort represents the second phase of a multiphase plan. The first phase included, among other initiatives, the implementation of a hiring freeze by the Superintendent and the approval of a reorganization and restructuring of key administrative positions by the Board. Recommendations for subsequent phases will be based on the mission of the District, further analysis of departmental needs, efficiency, and the District's financial situation.

EDUCATION AND SCHOOL OPERATIONS - Charter school operations will be consolidated under Ms. Carol Cortes, Region Superintendent, Region VI, who will move into the position of Charter Schools Superintendent, reporting to School Operations. The Division of Schools of Choice will continue to report to Ms. Mercedes Toural, Associate Superintendent, Education, and will incorporate the offices of School-to-Careers and One Community One Goal. Mr. Freddie Woodson, Chief Facilities Officer (Maintenance), will move to the position of Region Superintendent, Region VI. The Intergroup Relations Team will be consolidated with the Crisis Intervention Team in the Division of Student Services. Community schools will become part of the Office of Vocational, Adult and Alternative Programs, and their services will be integrated with those provided through the adult education centers. The Office of Title I Administration will be restructured to enhance efficiency and effectiveness.

CHIEF OF STAFF - The position of Administrative Director, Professional Assessment and Comprehensive Evaluation System (PACES) will be added to the Office of Professional Standards to oversee the implementation of all PACES functions. Ms. Susan Rothstein, District Director, Equal Educational Employment Opportunity/Diversity Compliance, will become Administrative Director, Civil Rights and Diversity Compliance. Ms. Gloria Simmons, School Social Worker, will move to the position of Director, Diversity Compliance. The Compliance Officer position that will be vacated by Ms. Madeleine Rodriguez, will be reclassified to the position of Director, Civil Rights Compliance. Miami-Dade Schools Police will be restructured to enhance its efficiency and maximize its effectiveness by consolidating region operations under the leadership of three Police Majors, North, Central, and South Operations. Mr. Charles Martin, Assistant Chief of Police, will become Assistant Chief of Police, Operations.

BUSINESS OFFICE - Facilities planning functions will be consolidated under Ms. Ana Rijo-Conde, District Director, Site Planning, who will become Administrative Director, Facilities Planning. Ms. Suzanne Marshall, Chief Facilities Officer (Construction) will become Administrative Director, Facilities Operations and Legislative Support. Mr. Fernando Albuerne, Director, Development/Government, will become Executive

Director, Facilities Planning. Mr. Auguste Nicoleau, Executive Director, Capital Construction Projects, will become Director, Facilities/ADA Compliance, under the Assistant Building Official and ADA Compliance Officer. Ms. Matilde E. Reyes, Coordinator, Construction, will move to the position of Director II, Professional Services Contract. Ms. Olga Botero, Food and Nutrition Technical Support Specialist, will become Director I, Food and Nutrition Technical Support.

FINANCE OFFICE - The Office of Information Technology will be reorganized to improve business and operation functions and enhance user support services. Mr. Craig Rinehart, Executive Director, Network and Internet Services will become Administrative Director, Business and Operations Services. Ms. Debra K. Graper, Director I, Systems User Support, will become Executive Director, Support Services. Mr. Nicholas Di Liello, Client Liaison, will become Executive Director, Systems and Programming. In the Office of Attendance Services, Ms. Yvette Senior-Stewart, Systems Manager, Attendance, will become Coordinator II, Attendance. In the Office of General Accounting, Ms. Martha M. Diaz, Coordinator III, General Accounting, will become Supervisor I, Accounting.

COMMUNICATIONS, MEDIA SERVICES AND WLRN - WLRN Channel 17/WLRN - FM will be streamlined to six divisions: television, radio, finance, engineering, production and special projects. Ms. Bernadette Siy will become Television Station Manager and Ms. Adrienne Kennedy will assume responsibility for special projects. Engineering and radio will be competitively advertised. In the Office of Public Relations, Mr. John Schuster will head a new media relations section.

PERSONNEL MANAGEMENT AND SERVICES - Staffing functions (managerial, professional and technical, instructional and non-instructional) will be consolidated under the Office of Human Resources and Staff Development. Mr. Gabriel P. Quintero, Executive Director, Professional Development, will become District Director, Instructional and Non-Instructional Staff Development. The District's staff recruitment efforts will be expanded to include managerial, professional and technical, and non-instructional personnel. Ms. Cindy Soell, Director, Instructional Recruitment and Staffing, will become Executive Director, Staff Recruitment. Ms. Helen Holt, District Director, Management Selection, will move to the position of Administrative Director, Employee Support Services.

RECOMMENDED: That effective June 20, 2002, 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 and region offices;
2. Delete the following administrative positions:
 - a. Assistant Chief, Facilities Support, MEP pay grade 25

- b. Administrative Director, Business Services, MEP pay grade 24
 - c. Executive Director, Learning Disabilities, MEP pay grade 22 (effective 7/1/2002)
 - d. Executive Director, Operations Management/Planning, MEP pay grade 22
 - e. Executive Director, Employment Standards, MEP pay grade 22
 - f. Executive Director, Community Schools, MEP pay grade 22
 - g. Director, Community Outreach, MEP pay grade 21
 - h. Director II, Employee Resources, pay grade 46
 - i. Director Integrated Media, pay grade 46
 - j. Director I, Planning and Design, pay grade 45
 - k. Food Service Planning and Production Officer, pay grade 44
 - l. Specialist, TV Studio, pay grade 40
 - m. Staff Assistant Quality Control, pay grade 34 (2)
3. Establish and classify the following administrative positions:
- a. Charter School Superintendent, MEP pay grade 25
 - b. Administrative Director, Professional Assessment and Comprehensive Evaluation System (PACES), MEP pay grade 24
 - c. Administrative Director, Charter Schools, MEP pay grade 24
 - d. Administrative Director, Staff Development, MEP pay grade 24
 - e. Assistant Building Official and ADA Compliance Officer, MEP pay grade 22
 - f. Director, Charter Schools, MEP pay grade 21
 - g. Police Major, MEP pay grade 21
 - h. Coordinator, School Operations, MEP pay grade 19
 - i. Director II, Centralized Bus Routing, pay grade 46
 - j. Director I, Food and Nutrition Support Services, pay grade 45
 - k. Director, Civil Rights Compliance, pay grade 45
 - l. Director, Diversity Compliance, pay grade 45
 - m. Director I, Advanced Planning, pay grade 45
 - n. District Coordinator, Food and Nutrition Grants, pay grade 44
 - o. Technical Operations Coordinator, pay grade 41
 - p. Coordinator, Diversity Compliance, pay grade 40
 - q. Radio Station Manager, pay grade 38

- r. Manager, Production Projects, pay grade 37
4. Appoint and assign administrative personnel:
- a. **Mr. Victor J. Monzon-Aguirre**, to the position of Chief Business Officer, MEP pay grade 27
 - b. **Dr. Bhagwan S. Gupta**, Administrative Director, Business Services, MEP pay grade 24, to Assistant Building Official and ADA Compliance Officer, MEP pay grade 22
 - c. **Ms. Helen Holt**, District Director, Management Selection, MEP pay grade 23, to Administrative Director, Employee Support Services, MEP pay grade 24
 - d. **Dr. Thomasina B. O'Donnell**, District Director, Professional Standards, MEP pay grade 23, to School Principal, MEP pay grade 22
 - e. **Ms. Kathleen Caballero**, Principal, Kensington Park Elementary School, MEP pay grade 22, to District Director, Administrative Staffing, MEP pay grade 23
 - f. **Mr. Ruben Garcia**, Executive Director, Operations Management/Planning, MEP pay grade 22, to Coordinator III, Facilities Project, pay grade 42
 - g. **Mr. Manuel Gonzalez**, Executive Director, Community Schools, MEP pay grade 22, to Assistant Principal, Lindsey Hopkins Technical Education Center, MEP pay grade AP
 - h. **Mr. Paul Greenfield**, Principal, W. J. Bryant Elementary School, MEP pay grade 22, to District Director, Professional Standards, MEP pay grade 23
 - i. **Ms. Norma B. Sanchez-Zick**, Director, Community Outreach, MEP pay grade 21, to Assistant Principal, Elementary School, pay grade AP
 - j. **Dr. Lourdes Linares**, Supervisor, Magnet Programs, MEP pay grade 20, to Director, Charter Schools, MEP pay grade 21
 - k. **Ms. Sandra D. Hudson**, Staff Specialist, Vocational Education, MEP pay grade 18, to Director, Career Education, MEP pay grade 21 (effective 7/1/2002)
 - l. **Dr. Judith Margulies-Simonpietri**, Director II, Employee Resources, pay grade 46, to Assistant Principal, Elementary School, MEP pay grade AP
 - m. **Ms. Madeleine V. Rodriguez**, EEOO Compliance Officer, pay grade 43, to Director, Charter Schools, MEP pay grade 21

- n. **Ms. Matilde E. Reyes**, Coordinator, Construction, pay grade 40, to Director II, Professional Services Contract, pay grade 46
 - o. **Ms. Gloria Simmons**, School Social Worker, to Director, Diversity Compliance, pay grade 45
 - p. **Ms. Bernadette Y. Siy**, Senior TV Director, AFSCME, to Television Station Manager, pay grade 40
5. Approve the following lateral transfers of administrative personnel:
- a. **Ms. Carol Cortes**, Region Superintendent, Region VI, MEP pay grade 25, to Charter Schools Superintendent, MEP pay grade 25
 - b. **Mr. Freddie Woodson**, Chief Facilities Officer (Maintenance), MEP pay grade 25, to Region Superintendent, Region VI, MEP pay grade 25
 - c. **Dr. Geneva K. Woodard**, Administrative Director, Instructional Support, MEP pay grade 24, to Administrative Director, Charter Schools, MEP pay grade 24
 - d. **Ms. Gwendolyn Bryant**, Executive Director, Instructional Staffing/Certification, MEP pay grade 22, to Executive Director, Professional and Technical Staffing, MEP pay grade 22
 - e. **Ms. Gloria A. Kotrady**, Executive Director, New Teacher Support, MEP pay grade 22, to Executive Director, Management Training, MEP pay grade 22
 - f. **Ms. Brenda Miles**, Executive Director, Professional and Technical Staffing, pay grade 22, to Executive Director, Management Training, MEP pay grade 22
 - g. **Dr. James E. Monroe**, Executive Director, Employment Standards, MEP pay grade 22, to School Principal, MEP pay grade 22
 - h. **Ms. Marilyn M. Thomas**, Executive Director, Management Training, MEP pay grade 22, to Executive Director, Instructional Staffing/Certification, pay grade 22
 - j. **Ms. Connie L. Kostyra**, Coordinator, Student Transfers, MEP pay grade 19, to Coordinator, School Operations, MEP pay grade 19
 - k. **Ms. Sandra G. Shannon**, Food Service Planning and Production Officer, pay grade 44, to District Coordinator, Food and Nutrition Grants, pay grade 44
 - l. **Mr. Clifford M. Andrean**, Coordinator I, Trades, pay grade 40, to Coordinator I, Asbestos Design, pay grade 40

6. Approve the following reclassifications of administrative personnel:
- a. **Ms. Suzanne Marshall**, Chief Facilities Officer (Construction), MEP pay grade 26, to Administrative Director, Facilities Operations and Legislative Support, MEP pay grade 24
 - b. **Dr. John W. Pennington**, Administrative Director, MEP pay grade 24, to Executive Director, MEP pay grade 22
 - c. **Mr. Thomas Harrison**, District Director, Vehicle Maintenance, MEP pay grade 23, to Director I, Vehicle Maintenance, MEP pay grade 21
 - d. **Ms. Ana Rijo-Conde**, District Director, Site Planning, MEP pay grade 23, to Administrative Director, Facilities Planning, MEP pay grade 24
 - e. **Dr. Carlo Rodriguez**, District Director, Schools of Choice, MEP pay grade 23, to Administrative Director, Charter Schools, MEP pay grade 24
 - f. **Mr. Jeffrey J. Ronci**, District Director, Public Relations, MEP pay grade 23, to Marketing Director, MEP pay grade 21
 - g. **Ms. Susan P. Rothstein**, District Director, EEO/Diversity Compliance, MEP pay grade 23, to Administrative Director, Civil Rights and Diversity Compliance, MEP pay grade 24
 - h. **Ms. Bernice T. Ball**, Executive Director, EH/SED Programs, MEP pay grade 22, to District Director, EH/SED Programs, MEP pay grade 23
 - i. **Mr. Nelson Duenas**, Executive Director, Systems and Programming, MEP pay grade 22, to Director, Computer Operations and Facilities Support, MEP pay grade 21
 - j. **Ms. Phyllis P. Halberg**, Executive Director, Student Services, MEP pay grade 22, to District Director, Student Services, MEP pay grade 23
 - k. **Ms. JoAn Moye**, Executive Director, Information Services, MEP pay grade 22, to Public Relations Director, MEP pay grade 21
 - l. **Mr. Gabriel P. Quintero**, Executive Director, Professional Development, MEP pay grade 22, to District Director, Instructional/Non-Instructional Staff Development, MEP pay grade 23
 - m. **Mr. Craig Rinehart**, Executive Director, Network and Internet Services, MEP pay grade 22, to Administrative Director, Business and Operations Services, MEP pay grade 24

- n. **Mr. Fernando Albuerne**, Director, Development/ Government, MEP pay grade 21, to Executive Director, Facilities Planning, MEP pay grade 22
- o. **Dr. Sharrie R. Dean**, District Supervisor, Title I, MEP pay grade 21, to Executive Director, Title I, MEP pay grade 22
- p. **Mr. Nicholas Di Liello**, Client Liaison, MEP pay grade 21, to Executive Director, Systems and Programming, MEP pay grade 22
- q. **Mr. Charles Martin**, Assistant Chief of Police, MEP pay grade 21, to Assistant Chief of Police Operations, MEP pay grade 22
- r. **Ms. Cindy Soell**, Director, Instructional Recruitment and Staffing, MEP pay grade 21, to Executive Director, Staff Recruitment, MEP pay grade 22
- s. **Ms. Maria Teresa Perez**, Personnel Compliance Officer, MEP pay grade 20, to Personnel Compliance Officer, MEP pay grade 21
- t. **Ms. Stephana A. Clark**, Coordinator, Region Operations, MEP pay grade 19, to Police Captain, MEP pay grade 20
- u. **Mr. Joseph Diaz**, Staff Services Coordinator, MEP pay grade 19, to Commander, Police Administration, MEP pay grade 18
- v. **Mr. John C. Hunkiar**, Coordinator, Region Operations, MEP pay grade 19, to Police Major, MEP pay grade 21
- w. **Ms. Claudia Milton**, Coordinator, Region Operations, MEP pay grade 19, to Police Major, MEP pay grade 21
- x. **Ms. Rosa M. Molina**, Fringe Benefits Manager, pay grade 19, to Fringe Benefits Supervisor, pay grade 20
- y. **Mr. Evelio Rodriguez**, Coordinator, Region Operations, MEP pay grade 19, to Police Major, MEP pay grade 21
- z. **Mr. Arnie D. Weatherington**, Coordinator, Region Operations, MEP pay grade 19, to Police Captain, MEP pay grade 20
- aa. **Mr. William Barimo**, Executive Director, ADSE and Educational Specifications, pay grade 47, to Director I, Educational Design and Materials Criteria, pay grade 45
- bb. **Ms. Isora C. Castro**, Executive Director, Construction Management, pay grade 47, to Coordinator I, Construction Management, pay grade 40
- cc. **Mr. Auguste Nicoleau**, Executive Director, Capital Construction Projects, pay grade 47, to Director, Facilities/ADA Compliance, pay grade 45
- dd. **Mr. Clifford H. Stein**, Executive Director, Capital Construction Projects, pay grade 47, to Director II, Capital Construction Projects, pay grade 46

- ee. **Mr. Jerome A. Morgan**, Director II, Marketing, pay grade 46, to Marketing Coordinator, pay grade 42
- ff. **Mr. Ivan Rodriguez**, Director II, Professional Services Contracts, pay grade 46, to Coordinator III, State/Gov. Liaison, pay grade 42
- gg. **Ms. Debra K. Graper**, Director I, Systems User Support, pay grade 45, to Executive Director, Support Services, MEP pay grade 22
- hh. **Ms. Winifred C. Jones**, Director I, Administrative Services Media Programs, pay grade 45, to Finance Supervisor Media Programs, pay grade 44
- ii. **Ms. Sally Osborne**, Supervisor, DOE Liaison, pay grade 45, to Coordinator III, DOE Liaison, pay grade 42
- jj. **Mr. Edward Velez**, Director I, Central Trades, pay grade 45, to Coordinator I, Trades, pay grade 40
- kk. **Mr. Daniel F. Wilson**, Director I, Multimedia Development, pay grade 45, to Marketing Coordinator, pay grade 42
- ll. **Mr. Victor Alonso**, Supervisor II, Facilities Management, pay grade 44, to Director I, Advanced Planning, pay grade 45
- mm. **Ms. Olga V. Botero**, Food and Nutrition Technical Support Specialist, pay grade 44, to Director I, Food and Nutrition Technical Support, pay grade 45
- nn. **Ms. Carol B. Chong**, Food and Nutrition Staff Training and Marketing Officer, pay grade 44, to Food and Nutrition Staff Training and Marketing Officer, pay grade 42
- oo. **Ms. Maritza G. de la Cerda**, Personnel Records Processing and Management Officer, pay grade 44, to Director II, Records and Network Systems, pay grade 46
- pp. **Mr. William R. DuPriest**, Supervisor II, Publications, pay grade 44, to Publications Coordinator, pay grade 42
- qq. **Mr. Michael Levine**, Supervisor II, Site Planning and Governmental Liaison, pay grade 44, to Coordinator III, State/Gov. Liaison, pay grade 42
- rr. **Ms. Tammy Reed**, Supervisor II, Publications, pay grade 44 to Citizen Information Coordinator, MEP pay grade 18
- ss. **Ms. Terry Z. Rohm**, Supervisor II, Technology Training, pay grade 44, to Director I, Program Management and Process Engineering, pay grade 45
- tt. **Mr. John J. Schuster**, Supervisor II, Publications, pay grade 44, to Media Relations Coordinator, MEP pay grade 18
- uu. **Mr. Brad L. Powell**, Supervisor I, Facilities Data, pay grade 43, to Coordinator I, SBAB Operations, pay grade 40

- vv. **Dr. Maria J. Ariza**, Coordinator III, Office Systems Training, pay grade 42, to Coordinator II, Systems Education, pay grade 41
- ww. **Mr. Alex David**, Coordinator III, State/Gov. Liaison, pay grade 42, to Supervisor II, Site Planning, pay grade 44
- xx. **Ms. Hilda Diaz**, Coordinator III, Public Relations and Marketing, pay grade 42, to Media Relations Specialist, pay grade 36
- yy. **Ms. Martha M. Diaz**, Coordinator III, General Accounting, pay grade 42, to Supervisor I, Accounting, pay grade 43
- zz. **Mr. Rolando A. Martin**, Coordinator III, Public Relations and Marketing, pay grade 42, to Citizen Information Specialist, pay grade 36
- aaa. **Ms. Cheryl Nasai**, Coordinator III, Maintenance Accounting, pay grade 42, to Director II, Facilities Budget, pay grade 46
- bbb. **Ms. Jacqueline P. Small**, Coordinator III, Public Relations and Marketing, pay grade 42, to Public Relations Specialist, pay grade 36
- ccc. **Mr. Martel Williams**, Coordinator III, District Office Operations, pay grade 42, to Coordinator I, SBAB Operations, pay grade 40
- ddd. **Ms. Vivian G. Villaamil**, Coordinator II, Site Planning, pay grade 41, to Coordinator III, State/Gov. Liaison, pay grade 42
- eee. **Mr. Adolfo Danilo Lopez**, Coordinator II, Educational Specifications, pay grade 41, to Coordinator III, State/Gov. Liaison, pay grade 42
- fff. **Mr. Darrel K. Wilbur**, System Resources Coordinator, pay grade 41, to Communications Analyst I, pay grade 39
- ggg. **Ms. Aida G. Campos**, Coordinator I, Instructional TV, pay grade 40, to Instructional Television Manager, pay grade 33
- hhh. **Ms. Odalis J. Garces**, Deduction Control Officer, pay grade 40, to Coordinator II, Deduction Control, pay grade 41
- iii. **Ms. Tiffany N. Jennings**, Coordinator I, Retiree Benefits, pay grade 40, to Retiree Manager, pay grade 38
- jjj. **Mr. Darrell L. Mack**, Coordinator I, Production Control, pay grade 40, to Supervisor I, Computer Operations, pay grade 43
- kkk. **Mr. William Richards**, Specialist, TV Studio, pay grade 40, to Production Manager, pay grade 34

- lll. **Ms. Barbara R. Salvin**, Coordinator I, TV Program Development, pay grade 40, to Communications Manager, pay grade 33
- mmm. **Mr. Steven M. Weisberg**, Specialist, WLRN Programming Management, pay grade 40, to Television Program Manager, pay grade 35
- nnn. **Mr. Lee R. Bennett**, Systems Analyst I, pay grade 39, to Senior Systems Analyst, pay grade 41
- ooo. **Mr. Juan Gonzalez**, Manager III, Radio/TV Engineering, pay grade 39, to Field Engineering Manager, pay grade 37
- ppp. **Mr. Clyde W. Pinder**, Manager III, Radio/TV Engineering, pay grade 39, to Television Operations Manager, pay grade 35
- qqq. **Ms. Dawn Pittman**, Accounts Payable Manager, pay grade 39, to Coordinator II, Payments, pay grade 41
- rrr. **Ms. Mary K. Ramos**, Systems Analyst I, pay grade 39, to Senior Systems Analyst, pay grade 41
- sss. **Mr. Christopher S. Sachtleben**, Communications Analyst I, pay grade 39, to Project Manager Network Services, pay grade 41
- ttt. **Ms. Yvette Senior-Stewart**, Systems Manager, Attendance, pay grade 39, to Coordinator II, Attendance, pay grade 41
- uuu. **Mr. Michael Zambrano**, Communications Analyst I, pay grade 39, to System Resource Coordinator, pay grade 41
- vvv. **Dr. Donna A. Riley**, Manager II, Wellness Program, pay grade 38 to Coordinator I, Employee Support, pay grade 40
- www. **Mr. Galo E. Calderon**, Senior Programmer Analyst I, pay grade 37, to Programmer I, pay grade 33
- xxx. **Mr. Joseph X. Flynn**, Senior Programmer Analyst I, pay grade 37, to Senior Programmer Analyst II, pay grade 38
- yyy. **Ms. Carmen Jorge**, Senior Programmer Analyst I, pay grade 37, to Programmer I, pay grade 33
- zzz. **Ms. Collette N. Michel**, Manager I, Computer Operations, pay grade 37, to Coordinator I, Production Control, pay grade 40
- aaaa. **Ms. Celine Staehle**, Senior Programmer Analyst I, pay grade 37, to Senior Programmer Analyst II, pay grade 38
- bbbb. **Ms. Carmen Perea**, Asbestos Design Specialist, pay grade 36, to Coordinator I, Asbestos Design, pay grade 40
- cccc. **Mr. Fred B. Young, Jr.**, Senior Programmer Analyst I, pay grade 37, to Senior Programmer Analyst II, pay grade 38

- dddd. **Ms. Mariela C. Echemendia**, Programmer I, pay grade 33, to Programmer Analyst II, pay grade 35
- eeee. **Mr. Javier F. Lirio**, Programmer I, pay grade 33, to Programmer Analyst II, pay grade 35
- ffff. **Mr. Jorge Rodriguez**, Programmer I, pay grade 33, to Programmer Analyst II, pay grade 35
- gggg. **Mr. Eduardo Hernandez**, Programmer I, pay grade 33, to Programmer Analyst II, pay grade 35

7. Approve the following change of titles:

- a. Chief Facilities Officer (Maintenance), MEP pay grade 25, to Facilities Maintenance Officer, MEP pay grade 25
- b. Administrative Director, Risk and Benefits Management, MEP pay grade 24, to Risk and Benefits Officer, pay grade 24
- c. Administrative Director, State Legislative Relations, MEP pay grade 24, to Administrative Director, State Legislative Relations and Budget Planning, MEP pay grade 24
- d. Administrative Director, Employee Support Programs, MEP pay grade 24, to Administrative Director, Employee Support Services, MEP pay grade 24
- e. District Director, Management Selection, MEP pay grade 23, to District Director, Administrative Staffing, MEP pay grade 23
- f. District Director, Media Programs, MEP pay grade 23, to General Manager WLRN and Director of Media Programs, MEP pay grade 23
- g. Executive Director, Risk Management, MEP pay grade 22, to Assistant Risk and Benefits Officer, MEP pay grade 22
- h. News/Media Relations Officer, pay grade 44, to Media Relations Officer and Translator, pay grade 44
- i. Coordinator III, Fringe Benefits, pay grade 42, to Coordinator III, Risk and Benefits Management, pay grade 42
- j. Coordinator I, TV Program Development, pay grade 40, to Manager, Special Projects, pay grade 40
- k. Specialist, Radio Programs, pay grade 37, to Radio Program Manager/Host, pay grade 37

8. Approve salary increases of 4% for promoted Managerial Exempt Personnel due to unusual financial circumstances pursuant to School Board Rule 6Gx13- 4D-1.022, Manual of Procedures for Managerial Exempt Personnel.