

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

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

1. APPROVE THE PROPOSED REORGANIZATION AND RESTRUCTURING OF SELECTED DISTRICT OFFICES AND REGION CENTER OFFICES
2. DELETE ADMINISTRATIVE AND PROFESSIONAL AND TECHNICAL POSITIONS
3. ESTABLISH AND CLASSIFY ADMINISTRATIVE AND PROFESSIONAL AND TECHNICAL POSITIONS
4. APPOINT AND ASSIGN ADMINISTRATIVE PERSONNEL
5. APPROVE LATERAL TRANSFERS OF ADMINISTRATIVE PERSONNEL
6. RECEIVE ORGANIZATIONAL CHARTS
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**

Authorization of the Board is requested to approve the Superintendent's reorganization and restructuring of selected District and Region Center 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 1001.49 and 1012.27 and School Board Rule 6Gx13- 2C-1.03.

School Board Rule 6Gx13- 4A-1.16 and the labor contract with the Dade County School 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.

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 will eliminate 61 open positions in Curriculum and Instruction for a savings of \$3,014,559. With the elimination of these 61 positions and the proposed personnel changes, the net savings of the reorganization is approximately \$2,718,106. The Superintendent has included among the criteria considered in the placement of personnel: capacity to meet the educational needs of the community, efficiency and educational qualifications.

**RECOMMENDED:** That effective June 16, 2005, or as soon thereafter as can be facilitated, with the exception of the effective dates as noted throughout the item, The School Board of Miami-Dade County, Florida:

1. Approve the proposed reorganization and restructuring of selected district and Region Center offices;
2. Delete the following administrative and professional and technical positions:

- a. Deputy Superintendent, School Improvement, MEP pay grade 28, effective July 1, 2005
- b. Deputy Superintendent, Curriculum and Instruction, MEP pay grade 28, effective July 1, 2005
- c. Chief Personnel Officer, MEP pay grade 26, effective July 1, 2005
- d. Associate Superintendent Management Operations, MEP pay grade 26
- e. Administrative Director, Civil Rights & Diversity Compliance, MEP pay grade 24
- f. Administrative Director, Labor Relations, MEP pay grade 24
- g. Administrative Director, Adult/Vocational/Alternative and Community Education, MEP pay grade 24
- h.
- i. Executive Director ESE and Psychological Services, MEP pay grade 22
- j. Executive Director, Management Training, MEP pay grade 22
- k. Executive Director, Staff Recruitment, MEP pay grade 22
- l. Executive Director, Non-Instructional Staffing, MEP pay grade 22
- m. Director, Human Resources, MEP pay grade 21
- n. Personnel Compliance Officer, MEP pay grade 21
- o. Director, Grants Administration and Federal Legislative Affairs, MEP pay grade 21 } ADDED
- p. Labor Relations Specialist, MEP pay grade 20
- q. Coordinator School Operations, MEP pay grade 19
- r. } DELETED
- s. Supervisor II Teacher Training Program, DCSAA pay grade 44
- t. } DELETED

3. Establish and classify the following administrative and professional and technical positions:

- a. Deputy Superintendent, Curriculum, Instruction, and School Improvement, MEP pay grade 28
- b. Human Resources Officer, MEP pay grade 24
- c. Associate Superintendent, Curriculum and Instruction, MEP pay grade 26

- d. Associate Superintendent School Improvement, MEP pay grade 26
- e. Assistant Superintendent Leadership Development, MEP pay grade 25
- f. Assistant Superintendent Instructional Support Development, MEP pay grade 25
- g. Assistant Superintendent, Labor Relations, MEP pay grade 25
- h. Assistant Superintendent PK/Elementary, MEP pay grade 25
- i. } DELETED
- j. Administrative Director, Leadership Development, MEP pay grade 24
- k. Administrative Director Assessment and Data Analysis, MEP pay grade 24
- l. Administrative Director, Professional Development Compliance, MEP pay grade 24
- m. Administrative Director ESE and Psychological Services, MEP pay grade 24
- n. District Director, Beginning Teacher Program, MEP pay grade 23
- o. District Director, Succession Management, MEP pay grade 23
- p. District Director School Audits, MEP pay grade 23
- q. District Director, Capital Construction Compliance Audits, MEP pay grade 23
- r. District Director, Staff Recruitment, MEP pay grade 23
- s. District Director, Non-Instructional Staffing, MEP pay grade 23
- t. Administrator in Residence, MEP pay grade 22
- u. Executive Director, National Board Certified Teachers, MEP pay grade 22
- v. Executive Director, Facilities Operations Training, MEP pay grade 22 } ADDED
- w. Executive Director, Community Education MEP pay 22
- x. Assistant Special Counsel, MEP pay grade 22
- y. Executive Director, Human Resources, MEP pay grade 22
- z. Executive Director, Labor Relations, MEP pay grade 22 } DELETED
- aa. } DELETED
- bb. Dean, The Parent Academy, MEP pay grade 21
- cc. Supervisor, Counseling and Advisement, MEP pay grade 21
- dd. } DELETED
- ee. Director, Intergovernmental Affairs and Grants Administration, MEP pay grade 21
- ff. Director, School Volunteer Initiatives, MEP pay grade 21
- gg. Director, Public Relations, MEP pay grade 21
- hh. Director, Community Development and Public Outreach, MEP pay grade 21 } ADDED
- ii. Marketing and Development Officer, MEP pay grade 20
- jj. Coordinator II Operations and Training, MEP pay grade 19
- kk. Supervisor, Accountability and Systemwide Performance, MEP pay grade 19

- ll. District Chess Coordinator, MEP pay grade 20 } DELF }
- mm. District Chess Coordinator, MEP pay grade 20 } DELETED }
- nn. } ADDED }
- oo. Police Commander, MEP pay grade 18
- pp. Director II, Operations, DCSAA pay grade 46
- qq. Director I, Long Range Planning, DCSAA pay grade 45
- rr. Director I, School Audits, DCSAA pay grade 45
- ss. Supervisor, Contractor Qualifications, DCSAA pay grade 43
- tt. Fire Safety Code Specialist, DCSAA pay grade 42
- uu. Coordinator III, Landscape Maintenance, DCSAA pay grade 42
- vv. Coordinator III, Nutritional Wellness, DCSAA pay grade 42 } ADDED }
- ww. Coordinator I, Non-Instructional, DCSAA pay grade 40

4. Appoint and assign administrative and DCSAA personnel:

- a. **Antoinette P. Dunbar**, Deputy Superintendent Curriculum, Instruction, and School Improvement, MEP pay grade 28, Curriculum, Instruction, and School Improvement, effective upon completion of background check
- b. **Judith A. Webb**, Chief Budget Officer, MEP pay grade 25, Financial Operations/Budget, to Administrator on Special Assignment, MEP pay grade 25, Financial Operations/Budget } ADDED }
- c. **Salomon A. Guaiardo**, Chief Budget Officer, MEP pay grade 25, Financial Operations/Budget, effective upon completion of background check
- d. **Alberto Rodriguez**, Assistant Superintendent Instructional Support Elementary & Secondary, MEP pay grade 25, School Improvement Zone Operations, to Associate Superintendent, School Improvement, MEP pay grade 26, Educational Design and Development
- e. **Freddie Woodson**, Region Center Superintendent, MEP pay grade 25, Region Center VI, to Associate Superintendent Region Centers, MEP pay grade 26, District Region Center Operations
- f. **Virginia M. Bradford**, Assistant Superintendent Educational Services, MEP pay grade 25, Curriculum and Instruction, to Instructional Supervisor Adult/Community Education, MEP pay grade 21, Instructional Systemwide
- g. **Kamela K. Patton**, Director Curriculum Region Centers, MEP pay grade 24, Region Center VI, to Assistant Superintendent Full Service Schools & ABC, MEP pay grade 25, Full Service Schools ABC
- h. **Christine J. Master**, Administrative Director Professional Development, MEP pay grade 24, Training and Development to Assistant Superintendent, Leadership Development, MEP pay grade 25, Leadership Development

- i. **Gabriel P. Quintero**, Administrative Director Professional Development, MEP pay grade 24, Training and Development to Assistant Superintendent, Instructional Support Development MEP pay grade 25, Instructional Support Development
- j. **Diana Urbizu**, Administrative Director, Labor Relations, MEP pay grade 24 Labor Relations to Assistant Superintendent, Labor Relations, MEP pay grade 25, Labor Relations
- k. **Ronda D. Martin**, Administrative Director, Compensation Administration, MEP pay grade 24, Compensation Administration, to District Director, Labor Relations, MEP pay grade 23, Labor Relations (Career redirection at the request of the incumbent)
- l. **Susan P. Rothstein**, Administrative Director, Civil Rights & Diversity Compliance, MEP pay grade 24, Civil Rights & Diversity Compliance, to Coordinator III, Nutritional Wellness, DCSAA pay grade 42, Food and Nutrition
- m. **Anamaria M. Lopez**, Administrative Director Instructional Support, MEP pay grade 24, School Improvement Zone, to Elementary Assistant Principal, MEP pay grade AP, Ludlam Elementary School
- n. **Carol C. Renick**, Administrative Director, Adult/Vocational/ Alternative and Community Education, MEP pay grade 24, Adult/Vocational/ Alternative and Community Education, to Community School Assistant Principal, MEP pay grade AP, Jack D. Gordon Community Elementary School
- o. **Ronnie L. Hunter**, Administrative Director Business Services, MEP pay grade 24, School Improvement Zone Operations, to Senior Assistant Principal, MEP pay grade AP, G. Holmes Braddock Senior High School
- p. **Elizabeth A. Ferreira-Alves**, District Director, Curriculum, MEP pay grade 23, Curriculum and Instruction, to Administrative Director, School Improvement, MEP pay grade 24, Curriculum and Instruction
- q. **Gisela F. Feild**, District Director Assessment and Data Analysis, MEP pay grade 23, Assessment/Data Analysis, to Administrative Director Assessment and Data Analysis, MEP pay grade 24, Curriculum and Instruction
- r. **Rene Mantilla**, District Director, Performance Improvement, MEP pay grade 23, Strategic Planning, to Elementary Assistant Principal, MEP pay grade AP, Linda Lentin Elementary School, effective July 28, 2005
- s. **Steve Gallon III**, Senior High Principal, MEP pay grade P3, Miami Northwestern Senior High School, to Administrative Director, Alternative Education, MEP pay grade 24, District Region Center Operations

REVISED

ADDED

- t. **George A. Nunez**, Senior High Principal, MEP pay grade P3, Dr. Michael M. Krop Senior High School, to Region Center Superintendent, MEP pay grade 25, Region Center III
- u. **Marcos M. Moran**, Senior High Principal, MEP pay grade P3, Barbara Goleman Senior High School, to Director Professional Development Region Center, MEP pay grade 24, Region Center I
- v. **Janet S. Hupp**, Senior High Principal, MEP pay grade P3, Miami Palmetto Senior High School, to Region Center Superintendent, MEP pay grade 25, Region Center V
- w. **Clarence Jones, Jr.**, Elementary Principal, MEP pay grade P1, Redondo Elementary School, to Assistant Superintendent PreK/Elementary, MEP pay grade 25, Curriculum and Instruction
- x. **Cynthia Gracla**, Elementary Principal, MEP pay grade P1, Melrose Elementary School, to Director Business Region Center, MEP pay grade 24, District Region Center Operations
- y. **Lesly Prudent**, Principal Adult Education, MEP pay grade P1, North Miami Adult Center, to District Director, Non-Instructional Staffing, MEP pay grade 23, Non-Instructional Staffing
- z. **Gwendolyn L. Bryant**, Executive Director, Professional and Technical Staffing, MEP pay grade 22, Administrative, Professional and Technical Staffing, to Elementary Principal, MEP pay grade P1, Earlington Heights Elementary School
- aa. **Gloria A. Kotrady**, Executive Director Management Training, MEP pay grade 22, Training and Development to District Director Beginning Teacher Program, MEP pay grade 23, Instructional Support Development
- bb. **Cindy Soell**, Executive Director, Staff Recruitment, MEP pay grade 22, Employment/Staffing, to District Director, Staff Recruitment, MEP pay grade 23, Employment/Staffing
- cc. **Lucy C. Iturrey**, Executive Director, Professional Standards, MEP pay grade 22, Professional Standards, to District Director, Professional Standards, MEP pay grade 23, Professional Standards
- dd. **Joyce M. Castro**, Executive Director, Professional Standards, MEP pay grade 22, Professional Standards, to District Director, Professional Standards, MEP pay grade 23, Professional Standards
- ee. **Pamela C. Sanders**, Elementary Principal, Orchard Villa Elementary School, MEP pay grade P1, to District Director, Professional Standards, MEP pay grade 23, Professional Standards
- ff. **Joseph L. Jackson**, Executive Director, Office of ESE and Psychological Services, MEP pay grade 22, to Administrative Director, ESE and Psychological Services, MEP pay grade 24, ESE and Psychological Services

R E V I S E D

- gg. **Maria T. Gonzalez**, Executive Director School Audits, MEP pay grade 22, Management Compliance Audits, to District Director School Audits, MEP pay grade 23, Management Compliance Audits
- hh. **Sylvia J. Diaz**, Executive Director Curriculum, MEP Pay grade 22, Instructional Technology, to Administrative Director Instructional Support, MEP pay grade 24, Instructional Technology
- ii. **Mariaelena Vidal**, Director, Human Resources, MEP pay grade 21, Human Resources, to Human Resources Officer, MEP pay grade 24, Human Resources
- jj. **Maria Teresa Perez**, Personnel Compliance Officer, MEP pay grade 21, Human Resources, to Executive Director, Human Resources, MEP pay grade 22, Human Resources
- kk. **Lisa E. Thurber**, Director Community Outreach, MEP pay grade 21, Adult/Vocational/Alternative and Community Education, to Executive Director, Community Education, MEP pay grade 22, Adult/Vocational/Alternative and Community Education
- ll. **Aida M. Marrero**, Elementary Principal, North Beach Elementary School, MEP pay grade P1, to District Director Succession Management, MEP pay grade 23, Leadership Development
- mm. **William Gjebre**, Labor Relations Specialist, MEP pay grade 20, Labor Relations, to Executive Director, MEP pay grade 22, Labor Relations
- nn. **Arnie D. Weatherington**, Police Captain, MEP pay grade 20, MDCPS Police Region 3, to Police Major, MEP pay grade 21, MDCPS Police
- oo. **Connie L. Kostyra**, Coordinator School Operations, MEP pay grade 19, Full Service Schools/ABC, to Supervisor School Operations, MEP pay grade 21, Full Service Schools/ABC
- pp. **Trevor Williams**, Executive Director Capital Construction Compliance Audits, DCSAA pay grade 47, Management Compliance Audits, to District Director, Capital Construction Compliance Audits, MEP pay grade 23, Management Compliance Audits
- qq. **Natalie R. Roca**, Executive Director Assessment, DCSAA pay grade 47, Assessment/Data Analysis, to District Director Assessment and Data Analysis, MEP pay grade 23, Assessment/Data Analysis
- rr. **Pierre E. Rutledge**, District Supervisor Grants Administration, DCSAA pay grade 45, Intergovernmental Affairs/Grants Administration, to Director, Community Development and Public Outreach, MEP pay grade 21, School Improvement

A  
D  
D  
E  
D

A  
D  
D  
E  
D

- ss. **Edward F. Brown**, Senior Budget Analyst, DCSAA pay grade 45, Financial Operations/Budget, to Executive Director, District Budget, MEP pay grade 22, Financial Operations/Budget
- tt. **Saimara Q. Costero**, Supervisor II, Long Range Planning, DCSAA pay grade 44, Strategic Planning, to Director I, Long Range Planning, DCSAA pay grade 45, Strategic Planning
- uu. **Virna M. Kaufman**, Budget Analyst, DCSAA pay grade 43, Instructional Non-Instructional Training, to Director I, Compliance, DCSAA pay grade 45, School Choice Parental Options Magnet/Innovative Programs
- vv. **Ramon Sanchez**, Coordinator I Data Control, DCSAA pay grade 40, School Choice Parental Options Magnet/Innovative Programs, to Director II, Operations, DCSAA pay grade 46, School Choice Parental Options Magnet/Innovative Programs
- ww. **Sigilenda L. Miles**, Manager III, Personnel, DCSAA pay grade 39, Professional Standards, to Executive Director, Employment Standards, MEP pay grade 22, Employment Standards
- xx. **Michelle Y. Hicks Levy**, Manager III Personnel, DCSAA pay grade 39, Training and Development, to Coordinator I, Non-Instructional, DCSAA pay grade 40, Leadership Development
- yy. **Charles J. Hurley**, Sergeant, MDCPS Police Region 3, FOP, to Commander Police Administration, MEP pay grade 18, MDCPS Police

5. Approve the following lateral transfers of administrative personnel:

- a. **Margarita M. Alemany-Moreno**, Region Center Superintendent, MEP pay grade 25, Region Center I, to Administrator on Special Assignment, MEP pay grade 25, Leadership Development
- b. **Carol Cortes**, Region Center Superintendent, MEP pay grade 25, Region Center III, to Administrator on Special Assignment, MEP pay grade 25, Human Resources
- c. **John F. Gilbert**, Region Center Superintendent, MEP pay grade 25, Region Center V, to Region Center Superintendent, MEP pay grade 25, Region Center I
- d. **Kimberly D. Gaines**, Administrative Director, Personnel Support Programs, MEP pay grade 24, Personnel Support Programs, to Administrative Director, Compensation Administration, MEP pay grade 24, Compensation Administration
- e. **Cynthia M. Clarke**, Director Curriculum Region Center, MEP pay grade 24, Region Center I, to Administrative Director Leadership Development, MEP pay grade 24, Leadership Development



- f.
- g. **Angela M. Macrina**, Administrative Director, Professional Development, MEP pay grade 24, Training and Development, to Administrative Director Professional Development Compliance, MEP pay grade 24, Leadership Development
- h. **Ronda A. Vangates**, Administrative Assistant and Legislative Board Liaison, MEP pay grade 22, Office of the Superintendent, to Assistant Special Counsel, MEP pay grade 22, Office of the Superintendent
- i. **Brenda C. Miles**, Executive Director Management Training, MEP pay grade 22, Training and Development, to Executive Director, Professional and Technical Staffing, MEP pay grade 22, Administrative and Professional and Technical Staffing
- j. **Dyona S. McLean**, Temporary Principal on Special Assignment, MEP pay grade P1, Community Services, to Elementary Principal, MEP pay grade P1, North Miami Elementary School
- k. **Betty A. Key**, Director General Education, MEP pay grade 21, PK/Elementary Instructional Support, to District Supervisor Early Child Program, MEP pay grade 21, PK/Elementary Instructional Support, Effective July 1, 2005

6. Receive the Organizational Charts

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