

Mr. Rafael A. Villalobos, Superintendent of Schools

**SUBJECT: REQUEST APPROVAL OF THE SUPERINTENDENT'S REORGANIZATION
OF SELECTED DISTRICT OFFICES**

COMMITTEE: PERSONNEL, STUDENT, SCHOOL, AND COMMUNITY SUPPORT

**LINK TO STRATEGIC
PLAN: HIGHLY EFFECTIVE TEACHERS, LEADERS AND STAFF**

This item is being submitted for School Board approval pursuant to Florida Statute Sections 1001.49 and 1012.27; School Board Policies 1120, 1120.01, 1121, 1130, and 1130.01.

This item proposes a reorganization that includes personnel actions resulting in estimated General Fund savings of approximately \$1.6 million. A detailed supplemental information will be provided to the Board, prior to the Board meeting, outlining the different open budgeted positions being eliminated with the average salaries and fringe benefits and the total dollar amount representing the savings. The proposed reorganization would eliminate seven budgeted, vacated managerial positions (MEP); three budgeted, vacated Confidential Exempt (CEP) positions; and three budgeted, vacated Dade County School Administration Association (DCSAA) positions.

The proposed reorganization will have a strategic impact and will be completed in several phases.

Phase 1

- strengthening executive alignment and accountability by position key functions within offices best equipped to advance districtwide priorities.
- improving cross-functional coordination between strategic planning, communications, fiscal strategy, family engagement, and school/community operations.
- creating clear organizational ownership to support effective execution of the Superintendent's strategic vision and the District's long-term priorities.

Key organizational changes are as follows:

Office of Communications

The proposed reorganization to place the Office of Communications under the Chief of Staff is designed to strengthen executive coordination, organizational accountability, and the alignment of districtwide communications with the Superintendent's strategic priorities. In a large and complex school district, Communications serves a critical enterprise-wide function that extends beyond traditional media relations and public information. The office supports the School Board, Superintendent, schools, region offices, administrative departments, employees, and families. Its effectiveness therefore depends upon timely access to executive-level information and close coordination with the offices responsible for implementing the District's strategic and operational priorities.

Good Cause
A-2

Positioning Communications under the Chief of Staff establishes a direct connection between executive decision-making, organizational implementation, and districtwide messaging. The Chief of Staff operates across functional areas on behalf of the Superintendent; therefore, this structure provides Communications with a central point of coordination for matters involving academics, operations, human capital, legal affairs, government relations, emergency management, and other areas that frequently require unified messaging.

The proposed structure is expected to improve the speed, consistency, and accuracy of communications, particularly during emergencies, organizational changes, sensitive personnel matters, legislative developments, and other high-profile situations. It will reduce the potential for fragmented, conflicting, or premature communications by establishing clearer executive oversight and accountability.

Importantly, the reorganization will not change the Office of Communications' responsibility to serve the entire School District. Communications would remain an enterprise-wide resource, while the Chief of Staff would provide executive coordination and ensure that communication strategies are appropriately integrated with District priorities and major initiatives.

Office of Strategic Planning

The proposed reorganization to place the Office of Strategic Planning under the Chief of Staff is designed to strengthen the connection between the Superintendent's strategic vision and the District's execution, monitoring, and accountability processes.

The alignment would position strategic planning closer to executive decision-making while providing the Chief of Staff with an enterprise-wide mechanism for coordinating major priorities across the organization.

In a large and complex school district, strategic planning should extend beyond the development of a formal strategic plan. The function should serve as an enterprise management resource that translates the Superintendent's priorities into measurable objectives, identifies responsible offices, establishes performance indicators and timelines, monitors implementation, and provides executive leadership with information necessary to evaluate progress and make timely adjustments.

Positioning Strategic Planning under the Chief of Staff creates a direct connection between strategy, execution, performance, and accountability. The Chief of Staff works across organizational boundaries on behalf of the Superintendent. The office is uniquely positioned to coordinate initiatives involving Academics, Operations, Human Capital, Finance, Technology, Communications, region offices, schools, and other administrative functions.

The proposed structure will strengthen accountability by establishing a centralized process for monitoring the implementation of the Superintendent's major initiatives. Strategic Planning will provide the Chief of Staff and the Superintendent with regular performance reporting, milestone tracking, identification of implementation barriers, and analysis of whether organizational initiatives are producing their intended results. This alignment will reduce organizational silos and improve coordination among departments whose work contributes to common District objectives. Rather than individual offices developing priorities independently, Strategic Planning will continue to facilitate a more integrated approach in which departmental goals, resource allocation, performance measures, and implementation timelines are aligned with the District's overarching strategic direction.

Office of Community Partnerships, Education, and Business Access

The proposed reorganization of Community Partnerships, Education, and Business Access (CPEBA) under the Office of School Leadership and Performance provides an opportunity to more closely connect the District's commitment to economic opportunity, community participation, and equitable access to contracting opportunities with the schools and communities the District serves.

This reorganization would provide an organizational structure designed to broaden CPEBA's reach, strengthen community engagement, and connect its economic-access mission more directly with the District's extensive network of schools, Region Offices, principals, families, businesses, and community stakeholders.

The Parent Academy

The proposed reorganization of The Parent Academy under Student and Family Support Programs represents a natural organizational alignment that brings together services sharing a common purpose: supporting students by strengthening the families and caregivers who are essential partners in their educational success.

The Parent Academy's mission is centered on parent engagement, family education, connecting families with schools and resources, and empowering parents and caregivers to become full partners in their children's education. Student and Family Support Programs similarly operates at the intersection of the student, family, school, and community. Aligning these functions creates a more integrated approach to addressing the academic, social, emotional, and family-support needs that influence student success.

The proposed reorganization would not change The Parent Academy's mission. Rather, it would strengthen its ability to fulfill that mission by connecting parent education and engagement with the broader network of student and family services available throughout the District.

This item does not appear on the published agenda. There exists good cause to vary from the published agenda due to the fact of the start date of the incoming Superintendent was September 2, 2026, which was after the agenda was published. The transition has created a timely need for the Board to consider and address this matter at the present meeting to support continuity of District operations, ensure effective leadership and administration, and provide the new Superintendent and Cabinet with the necessary direction and support as they assume their respective responsibilities.

Consistent with the grounds stated of the good cause for this item, while Policy 1130.01, provides that a personnel reorganization item be presented at the appropriate Board Committee meeting, due to the Superintendent's term in office commencing on the same date of Board Committee meetings on September 2, 2026, the Superintendent did not have the opportunity to publish this item prior to or on the day of the Committee meetings, September 2, 2026. For these reasons, this item also seeks that the Board waive the requirement that it be first presented at an appropriate Board Committee meeting. This waiver shall not act as a precedent for any other item and is only requested due to the unique circumstances presented by the fact that the beginning date of the Superintendent's term of employment fell on the same day of the Board Committee meetings.

PRINICPAL ASSIGNMENTS

NAME	CURRENT ASSIGNMENT	CURRENT PG	NEW ASSIGNMENT	NEW PG
Walter C. Hall	K-8 Center Principal Leisure City K-8 Center	PR	Senior Principal Miami Southridge Senior High School	PR
Rene Mantilla	Assistant Superintendent, Post-Secondary, Career and Technical Education Office of Post-Secondary, Career and Technical Education	25	Principal, Adult Education Miami Jackson Adult and Continuing Education Center	PR
Michael A. Muraro	Principal, Adult Education Miami Jackson Adult and Continuing Education Center	PR	Technical College Director Lindsey Hopkins Technical College	PR
Magda R. Pereira	Administrative Director, School Choice and Parental Options School Choice and Parental Options	24	K-8 Center Principal Leisure City K-8 Center	PR

DISTRICT ADMINISTRATIVE ASSIGNMENTS MANAGERIAL EXEMPT PERSONNEL

NAME	CURRENT ASSIGNMENT	CURRENT PG	NEW ASSIGNMENT	NEW PG
Tracie N. Abner	Assistant Superintendent, School Operations Office of School Leadership and Performance	25	Region Administrative Director North Region Office	24

**DISTRICT ADMINISTRATIVE ASSIGNMENTS
MANAGERIAL EXEMPT PERSONNEL**

NAME	CURRENT ASSIGNMENT	CURRENT PG	NEW ASSIGNMENT	NEW PG
Gabrielle N. Acosta	Community Outreach Specialist Office of Communications	17	Community Outreach Specialist School Choice and Parental Options	17
Evonne S. Alvarez	Returning to the District	--	Assistant Superintendent, Innovation and Advancement School Choice and Parental Options	25
Lisette M. Alves	Returning to the District	--	Chief Academic Officer Office of Academics and Transformation	26
Julio C. Arana	Employment and Recruitment Officer Office of Human Capital Management	24	Employment and Recruitment Officer Personnel, Operations and Fingerprinting	24
Patricia Ataya Pulido	District Director, Facilities Operations Capital Improvement Projects	23	Administrative Director, Facilities Operations Capital Improvement Projects	24
Dawn M. Baglos	Chief Human Capital Officer Office of Human Capital Management	26	Administrative Director, Operations and Attendance Boundary Office of School Leadership and Performance	24

**DISTRICT ADMINISTRATIVE ASSIGNMENTS
MANAGERIAL EXEMPT PERSONNEL**

NAME	CURRENT ASSIGNMENT	CURRENT PG	NEW ASSIGNMENT	NEW PG
Marilyn Z. Capon	Assistant Superintendent, Facilities Operations, Maintenance and Planning Capital Improvement Projects	25	District Director, Facilities Operations Capital Improvement Projects	23
Dennis Carmona	Administrative Director, Employee Services Personnel, Operations and Fingerprinting	24	Chief Human Capital Officer Office of Human Capital Management	26
Cadian Collman	District Director, Career Preparation Adult/Vocational Education	23	Assistant Superintendent, Post-Secondary, Career and Technical Education Office of Post-Secondary, Career and Technical Education	25
Jaquelyn C. Diaz	Chief Communications Officer Office of Communications	26	Assistant Superintendent, Media and Public Relations Office of Communications	25
Lourdes Diaz	Chief Academic Officer Office of Academics and Transformation	26	Administrative Director, Adult and Community Education Adult/Vocational Education	24
Larhonda M. Donaldson	District Director, Curriculum School Choice and Parental Options (Grant Funded-Magnet Schools)	23	Administrative Director, School Choice and Parental Options School Choice and Parental Options	24

**DISTRICT ADMINISTRATIVE ASSIGNMENTS
MANAGERIAL EXEMPT PERSONNEL**

NAME	CURRENT ASSIGNMENT	CURRENT PG	NEW ASSIGNMENT	NEW PG
Maidilyn Falcon	Executive Director, Instructional Recruitment Office of Instructional Recruitment	22	District Director, Human Resources Office of Instructional Recruitment	23
Dahlia M. Gonzalez	Assistant Superintendent, Compliance and Support Charter School Compliance and Support	25	Administrative Director, Business Services, Accountability and Performance Charter School Compliance and Support	24
Katyna D. Lopez-Martin	Interim Assistant Superintendent, Academics, Accountability and School Improvement Assessment, Research, and Data Analysis	25	Assistant Superintendent, Human Capital Office of Professional Standards (Succession Management)	25
Leon P. Maycock	Region Administrative Director North Region Office	24	Administrative Director, Labor Relations Office of Labor Relations (Succession Management)	24
George A. Nunez	Chief of Staff to Board Member Board Members Office (Contracted)	--	Assistant Superintendent, Performance Improvement Office of Performance Improvement	25
Marcus Ortega	Returning to the District	--	District Director, Business Services, Accountability and Performance Office of Chief of Staff	23

**DISTRICT ADMINISTRATIVE ASSIGNMENTS
MANAGERIAL EXEMPT PERSONNEL**

NAME	CURRENT ASSIGNMENT	CURRENT PG	NEW ASSIGNMENT	NEW PG
Marie H. Orth-Sanchez	District Director, Labor Relations Office of Labor Relations	23	District Director, Strategic Planning Office of Strategic Planning	23
Chantal G. Osborne	Technical College Director Lindsey Hopkins Technical College	PR	District Director, Business Services, Accountability and Performance Office of Chief of Staff	23
Tiffanie A. Pauline	Chief Strategy Officer Office of Strategic Planning and Initiatives	26	Assistant Superintendent, Compliance and Support Office of Strategic Planning and Initiatives	25
Omar Riaz	Interim Assistant Superintendent, Innovation and Advancement School Choice and Parental Options	25	Assistant Superintendent, Academics, Accountability and School Improvement Assessment, Research, and Data Analysis	25
Andrew N. Ruiz	Assistant Superintendent, Media and Public Relations Office of Communications	25	Administrative Director, Public Relations Office of Communications	24

RECOMMENDED: That effective September 10, 2026, or as soon thereafter as can be facilitated, The School Board of Miami-Dade County, Florida:

1. waive the provision in Policy 1130.01, requiring that the item be presented at the appropriate committee meeting.
2. delete: Chief Communications Officer, MEP pay grade 26.
3. approve the reclassification of the following MEP:
 - a. Assistant Superintendent, Family and Community Engagement, MEP pay grade 25 to Administrative Director, Family and Community Engagement, MEP pay grade 24; and appoint Barbara A. Mendizabal, Assistant Superintendent, Family and Community Engagement, MEP pay grade 25 to Administrative Director, Family and Community Engagement, MEP pay grade 24.
 - b. Family Liaison Officer, MEP pay grade 24 to MEP pay grade 23; and appoint Angel L. Rodriguez, Family Liaison Officer, MEP pay grade 24 to Family Liaison Officer, MEP pay grade 23.
4. approve the reclassification of the budgeted, vacant MEP position:
 - a. District Director, Safety and Emergency Management, MEP pay grade 23 to Executive Director, Safety and Emergency Management, MEP pay grade 22.
5. approve the proposed reorganization of selected District offices.
6. approve the recommendation for appointments and lateral transfers to be effective September 10, 2026, or as soon thereafter as can be facilitated, and authorize compensation adjustments pursuant to the MEP Manual.
7. receive the District organization charts.
8. authorize the Superintendent to make personnel adjustments to effectuate this reorganization.