

Enid Weisman, Assistant Superintendent  
Human Resources, Recruiting, Performance Management and Labor Relations

**SUBJECT:**                    **REQUEST FOR APPROVAL OF:**

1. **ESTABLISH AND CLASSIFY MANAGERIAL EXEMPT PERSONNEL (MEP) POSITIONS;**
2. **ADJUST THE RANGE OF MEP SALARY SCHEDULE**
3. **APPOINTMENTS AND LATERAL ASSIGNMENTS OF MANAGERIAL EXEMPT, PROFESSIONAL AND TECHNICAL PERSONNEL FOR 2012-2013**

} REVISSED

**COMMITTEE:**                **SCHOOL SUPPORT ACCOUNTABILITY**

**LINK TO STRATEGIC FRAMEWORK:**        **SCHOOL/DISTRICT LEADERSHIP**

Authorization of the Board is requested to establish and classify new administrative positions and adjust the range of the MEP salary schedule in accordance with School Board Policy 1120.01, Managerial Exempt Personnel (MEP). The administrative assignment recommendations are made in accordance with Board Policies 1120, 1130.01, 3120.01.

} REVISSED

Considerations for reassignments of managerial exempt, professional and technical personnel were predicated upon an intensive review of information by appropriate administrators.

The recommended managerial exempt, professional and technical personnel appointments reflect the honoring of requests for lateral reassignments, where possible. Assignments of personnel and appointments of managerial exempt, professional and technical staff may be a result of the Board-approved advertisement and selection process, or by a direct appointment of an individual who has demonstrated the specific qualifications and background applicable to the position.

State Statutes and subsequent changes in Board rules governing Administrative/ Professional and Technical Staffing require that all first year principalship appointments be "Interim" appointments.

In order to fill school-site allocations and other allocations vacated by promotion, leave, retirement, and other attritional factors, it is recommended that the following personnel assignments be authorized by the School Board. Revisions, additions and /or deletions may be made to the recommended personnel assignments, as necessary, to assure efficient school system operations, and if such modifications are made, a revised Board item will be submitted prior to the Board meeting.

**REVISED**  
**D-21**

Establish and classify the following MEP positions:

- **Office of Financial Services**

- **Deputy Chief Financial Officer, MEP, pay grade 26**

- Serves as chief business officer for system-wide planning and development of business operations programs. Provides oversight management of major business, financial, and operational activities. Reports to and directly assists the Chief Financial Officer in planning, organizing, and managing the major business components of the school District.

- **Office of Human Capital Management**

- **Chief Human Capital Officer, MEP, pay grade 26**

- The Chief Human Capital Officer reports to the Superintendent of Schools and provides leadership, direction, and guidance for strategic initiatives and day-to-day operations of the Office of Human Capital Management. Develops and implements organizational goals in recruitment, selection, compensation, performance management, and labor relations in addition to overseeing employee support programs and compliance.

- **Assistant Superintendent, Human Capital, MEP, pay grade 25**

- The Assistant Superintendent, Human Capital reports to the Chief Human Capital Officer and provides leadership, guidance, and support for strategic initiatives in the area of performance management and evaluation. The Assistant Superintendent is also responsible for effectively coordinating and implementing recruitment, development, and evaluation measures to ensure that the district priority of student achievement is met at all levels. (Grant Funded-Race To The Top)

- **Office of Academics and Transformation**

- **Assistant Superintendent, Academics, Accountability, and School Improvement, MEP pay grade 25**

- The Assistant Superintendent, Academics, Accountability, and School Improvement reports to the Chief Academic Officer and is responsible for overseeing, monitoring and implementing district-wide academic and accountability support. Included within this area of responsibility is overseeing services supporting core curriculum, accountability, and school improvement.

- **Assistant Superintendent, Innovation and School Choice, MEP, pay grade 25**

- The Assistant Superintendent, Innovation and School Choice reports to the Chief Academic Officer and is responsible for district-wide innovation, instructional technology, and magnet programs. Leads the district in the administration of strategic, innovative educational programs and practices. Supervises the implementation and development of school choice programs with an emphasis on providing equity of opportunity and access for a variety of academic options for all students.

- **Office of Economic Opportunity**

- **Economic Opportunity Development Officer, MEP, pay grade 24**

- Responsible for facilitating, promoting and ensuring direction and leadership in the development and implementation of M-DCPS' business growth strategy; accountable for planning, directing, and overseeing the development of new business and strategic partnerships for small and minority/women business enterprises (M/WBE) to participate in the award and performance of Board contracts.

ADDED

**SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**  
**PRINCIPALS**

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Vanessa de la Pena	Middle Assistant Principal Campbell Drive Middle School	AP	Interim Elementary Principal Pine Villa Elementary School	P1
Charles E. Hankerson	Principal on Special Assignment	P3	Middle Principal Redland Middle School	P2

} ADDED

**SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**  
**ASSISTANT PRINCIPALS**

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Michael DeArmas	Teacher Ronald W. Reagan/Doral Senior High School	--	Temporary Middle Assistant Principal Ponce de Leon Middle School	AP
LaTonia Harris	Interim Elementary Principal Pine Villa Elementary School	P1	Elementary Assistant Principal Holmes Elementary School	AP
Ania Marti	Teacher Dr. Henry E. Perrine Academy of the Arts	--	Community School Assistant Principal Auburndale Elementary School	AP
Artis Miller	Teacher Miami MacArthur South	--	Senior Assistant Principal South Dade Senior High School	AP

} DELETED

} ADDED

**SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**  
**ASSISTANT PRINCIPALS**

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Beverley A. Salomatoff	Middle School Principal Redland Middle School	P2	Middle Assistant Principal Westview Middle School	AP

**SCHOOL-SITE ADMINISTRATIVE RE-ASSIGNMENTS**  
**PRINCIPALS**

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Marie P. Caceres	Middle School Principal Doral Middle School	P2	K-8 Center Principal Dr. Rolando Espinosa K-8 Center	P2

**SCHOOL-SITE LATERAL ADMINISTRATIVE RE-ASSIGNMENTS**  
**ASSISTANT PRINCIPALS**

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Olivia A. Bernal	Senior Assistant Principal Miami Central Senior High School	AP	Middle Assistant Principal Campbell Drive Middle School	AP
Julian C. Davenport	Elementary Assistant Principal Holmes Elementary School	AP	Elementary Assistant Principal Jesse J. McCrary, Jr. Elementary School	AP
Eduardo Fernandez	Elementary Assistant Principal Scott Lake Elementary School	AP	Elementary Assistant Principal North Twin Lakes Elementary School	AP
Idaniel Gonzalez	Elementary Assistant Principal North Twin Lakes Elementary School	AP	Elementary Assistant Principal Scott Lake Elementary School	AP

ADDED

**SCHOOL-SITE LATERAL ADMINISTRATIVE RE-ASSIGNMENTS**  
**ASSISTANT PRINCIPALS**

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Lawrence D. Kennedy	Senior Assistant Principal South Dade Senior High School	AP	Community School Assistant Principal Rubén Darío Middle School (Effective 10/16/2012)	AP
Claude Rivette	Elementary Assistant Principal Jesse J. McCrary, Jr. Elementary School	AP	Middle Assistant Principal Thomas Jefferson Middle School	AP

**NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Sally J. Alayon	Senior High Principal Alonzo and Tracy Mourning Senior High School	P3	Regional Administrative Director North Region Center (Transition through April 2013)	24
Candida Gil	Curriculum Support Specialist Education Transformation Office	--	District Supervisor, Instructional Support Education Transformation Office	21
Maria L. Izquierdo	Administrative Director, Business Services School Operations	24	Assistant Superintendent, Academics, Accountability & School Improvement Office of Academics and Transformation (Succession Management)	25
Tiffany C. James	Curriculum Support Specialist Education Transformation Office	--	District Supervisor, Instructional Support Education Transformation Office	21

ADDED

**NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>
Judith M. Marte	Chief Budget Officer Office of Financial Services	25	Deputy Chief Financial Officer Office of Financial Services (Succession Management)	26
Yelenia Molina	ERP Analyst HR Information Services	17	ERP Director Office of Human Capital Management- Information Services	19
Marcus B. Ortega	Coordinator II, Operations & Training School Choice& Parental Options Magnet/Innovative Programs	19	Director, Community Development and Public Outreach Office of Innovation and School Choice	21
Tiffanie A. Pauline	Administrative Director, School Charter & Parental Options Charter School Operations	24	Assistant Superintendent, Charter School Support School Operations (Fee Supported)	25
Vivian Santiestebanpardo	Regional Administrative Director North Region Center	24	Regional Superintendent North Region Center (Transition through April 2013)	25
Patricia V. Sosa	Curriculum Support Specialist Education Transformation Office	--	District Supervisor, Instructional Support Education Transformation Office	21
Ron Y. Steiger	Assistant Chief Budget Officer Office of Financial Services	24	Chief Budget Officer Office of Financial Services (Succession Management)	25

ADDED

**NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Reva A. Vangates	K-8 Center Principal Dr. Rolando Espinosa K-8 Center	P2	Regional Administrative Director South Region Office	24
Enid Weisman	Assistant Superintendent, Human Resources Human Resources, Recruiting, Performance Management & Labor Relations	25	Chief Human Capital Officer Office of Human Capital Management	26

**NON-SCHOOL-SITE ADMINISTRATIVE RE-ASSIGNMENTS**

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Helen S. Blanch	Assistant Superintendent, School Choice Specialized Programs	25	Assistant Superintendent, Innovation and School Choice Office of Academics and Transformation	25
Jose L. Dotres	Regional Superintendent North Region Center	25	Assistant Superintendent, Human Capital Office of Human Capital Management (Transition through April 2013)	25
Milagros R. Fornell	Chief Innovation & Accountability Officer Curriculum and Instruction	26	Chief Academic Officer Office of Academics and Transformation	26

ADDED

**NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**  
**PROFESSIONAL AND TECHNICAL**

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>	
Patricia Braithwaite	Outside Candidate	--	Coordinator III, Region Food Services Department of Food and Nutrition (Effective 10/23/2012)	42	} REVISIED
Estela M. Rivero	Senior Administrative Assistant Pre-K/Elementary Instructional Support	--	Coordinator II, Operating Budget Pre-K/Elementary Instructional Support (Grant Funded-Head Start Requirement)	41	
Jose A. Rodriguez	Foreperson-Material Handler Maintenance Materials Management	--	Administrative Assistant III, Stockroom Maintenance Materials Management	36	} ADDED



**RECOMMENDED:** That effective November 21, 2012, or as soon thereafter as can be facilitated, The School Board of Miami-Dade County, Florida:

1. Establish and classify the following MEP positions:
  - a. Deputy Chief Financial Officer, MEP, pay grade 26
  - b. Chief Human Capital Officer, MEP, pay grade 26
  - c. Assistant Superintendent, Human Capital, MEP, pay grade 25
  - d. Assistant Superintendent, Academics, Accountability and School Improvement, MEP, pay grade 25
  - e. Assistant Superintendent, Innovation and School Choice, MEP, pay grade 25
  - f. Economic Opportunity Development Officer, MEP, pay grade 24
2. Approve the adjusted MEP Salary Schedule
3. Approve the recommendations as set forth above for appointments and lateral transfers to be effective November 22, 2012, or as soon thereafter as can be facilitated, with the exception of the effective dates as noted throughout the item.

REVISED

**SALARY RANGE**

**NON-SCHOOL SITE**

Pay Grade	Minimum	Maximum
26	\$114,945	<del>\$145,462</del> <u>\$174,000</u>
25	\$106,245	<del>\$129,245</del> <u>\$164,000</u>
24	\$101,335	<del>\$123,335</del> <u>\$154,000</u>
23	\$91,335	<del>\$114,335</del> <u>\$144,000</u>
22	\$81,666	<del>\$102,666</del> <u>\$134,000</u>
21	\$75,669	<del>\$95,626</del> <u>\$124,000</u>
20	\$70,133	<del>\$88,133</del> <u>\$114,000</u>
19	\$65,247	<del>\$83,247</del> <u>\$98,000</u>
18	\$60,633	<del>\$78,633</del> <u>\$88,000</u>
17	\$54,858	<del>\$68,955</del> <u>\$78,000</u>
16	\$51,809	<del>\$61,809</del> <u>\$68,000</u>

\* MEP salary ranges are adjusted for the 250 day calendar, approved June 17, 2009 by Board Agenda Item D-26