

Jose L. Dotres, Chief Human Capital Officer
Office of Human Capital Management

SUBJECT: REQUEST APPROVAL OF APPOINTMENTS, LATERAL ASSIGNMENTS AND ADJUSTMENT OF COMPENSATION OF MANAGERIAL EXEMPT, PROFESSIONAL AND TECHNICAL PERSONNEL FOR 2016-2017

COMMITTEE: PERSONNEL SERVICES AND STUDENT AND SCHOOL SUPPORT

LINK TO STRATEGIC BLUEPRINT: HIGHLY EFFECTIVE TEACHERS, LEADERS AND STAFF

The administrative assignment recommendations are made in accordance with Board Policies 1120, 1130.01, 3120.01, and the Miami-Dade County Public Schools/Dade County School Administrators' Association labor contract.

Considerations for reassignments of managerial exempt, professional and technical personnel were predicated upon an intensive review of information by appropriate administrators. Based upon current job trends, a competitive market analysis, and/or a demonstrated market demand, the Superintendent has the authority to adjust compensation upon appointment and thereafter, within the paygrade set forth in this item, to effectively recruit and retain the most talented workforce.

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 policies 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.

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Zuyin C. Companioni	Elementary Assistant Principal Silver Bluff Elementary School	AP	Temporary Elementary Principal Kinloch Park Elementary (Effective 09/16/2016)	PR

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>
Yvette Fuentes	Teacher David Lawrence, Jr. K-8 Center	--	Temporary Elementary Assistant Principal Crestview Elementary School (Effective 09/16/2016)	AP
Latoya A. James	Teacher Carol City Elementary School	--	Elementary Assistant Principal Fulford Elementary School (Effective 09/23/2016)	AP
Anailene Marban	Media Specialist Silver Bluff Elementary School	--	Temporary Elementary Assistant Principal Silver Bluff Elementary School (Effective 09/16/2016)	AP
Jennifer Murray	Teacher Hialeah-Miami Lakes Senior High School	--	Senior Assistant Principal Miami Norland Senior High School	AP

SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Franklyn J. Glasford	Interim Principal, Adult Education North Miami Adult Education Center	PR	Principal, Adult Education North Miami Adult Education Center	PR
Nelson L. Gonzalez	Interim Middle Principal Hialeah Middle School	PR	Middle Principal Hialeah Middle School	PR
Marcus L. Miller	Interim Senior High Principal Miami MacArthur South Senior High School	PR	Senior High Principal Miami MacArthur South Senior High School	PR

SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Hilda M. Milanes	Elementary Assistant Principal Leisure City K-8 Center	AP	Elementary Assistant Principal Leewood K-8 Center	AP

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approves the recommendations for appointments, lateral transfers to be effective October 6, 2016, or as soon thereafter as can be facilitated, with the exception of the effective dates as noted throughout the item and authorize compensation adjustments upon appointment and thereafter as stipulated in this item.

SALARY RANGE	
MEP	DCSAA
PR Principal Differentiated Compensation Model (PCDM)	
AP (10m) \$ 71,854 - \$ 91,854	
20 \$ 70,133 - \$114,000	
http://salary.dadeschools.net/	