

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 pay grade 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
VICE/ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Ramses Ancheta	Community School Assistant Principal Fairlawn Elementary School	AP	Temporary Vice Principal William H. Turner Technical Arts Senior High School (Effective 10/14/2016)	VP
Victoria Carballo-McBath	Counselor Southwest Miami Senior High School	--	Temporary Senior Assistant Principal BioTECH@Richmond Heights 9-12 High School	AP
Karen R. Delgado	Teacher Center for Special Instruction Kinloch Park Middle School	--	Temporary Community School Assistant Principal Fairlawn Elementary School (Effective 10/14/2016)	AP
Leticia L. Figueroa	Secondary Counselor Hialeah Gardens Middle School	--	Temporary Elementary Assistant Principal Palm Springs North Elementary School	AP
Rose E. Milian	Lead Teacher Young Women's Preparatory Academy	--	Adult Assistant Principal Hialeah-Miami Lakes Adult Education (Effective 10/21/2016)	AP
Maite J. Robles	Teacher American Senior High School	--	Middle Assistant Principal North Miami Middle 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>
Ania Marti	Interim Elementary Principal Auburndale Elementary School	PR	Elementary Principal Auburndale Elementary School	PR
Tony G. Ullivarri	Interim Elementary Principal Orchard Villa Elementary School	PR	Elementary Principal Orchard Villa Elementary 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>
Zusel J. Aguiar	Elementary Assistant Principal Tropical Elementary School	AP	Elementary Assistant Principal Joe Hall Elementary School	AP
Lizette M. Estevez	Middle Assistant Principal Henry H. Filer Middle School	AP	Elementary Assistant Principal Spanish Lake Elementary School	AP
Viviana Lebena	Elementary Assistant Principal Spanish Lake Elementary School	AP	Elementary Assistant Principal Miami Lakes K-8 Center	AP

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>
Ronald R. Marcelo	Middle Assistant Principal North Miami Middle School	AP	Middle Assistant Principal North Dade Middle School	AP
Ruben Morales	Elementary Assistant Principal Joe Hall Elementary School	AP	Elementary Assistant Principal Tropical Elementary School	AP
Alten J. Russell	Temporary Elementary Assistant Principal Dr. Henry W. Mack/West Little River K-8 Center	AP	Temporary Elementary Assistant Principal Lorah Park Elementary School (Effective 10/21/2016)	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>
Dayana Cadaya	Curriculum Support Specialist Florida Diagnostic & Learning Resources System (FDLRS)	--	Instructional Support Specialist Office of Exceptional Student Education (Grant Funded)	20
Monica Raza-Khan	ESE Placement Specialist Office of Exceptional Student Education	--	Instructional Support Specialist Office of Exceptional Student Education (Grant Funded)	20

NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Latonya S. Troutman	ESE Placement Specialist Office of Exceptional Student Education	--	Instructional Support Specialist Office of Exceptional Student Education (Grant Funded)	20
James Williams	Returning to District	--	District Director, Procurement Management Services Division of Procurement Management	23

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>
Jose A. Lugo Garcia	Outside Candidate	--	Senior Programmer Analyst I Systems & Programming Services	37
LaTanya D. McNair	Outside Candidate	--	Coordinator III, Warehousing Stores & Mail Distribution	42
Bryan Ramirez	Outside Candidate	--	Senior Systems Analyst I Data Security & Technical Services	41

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the recommendation for appointments, lateral transfers to be effective November 24, 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

<i>*MEP</i>		<i>DCSAA</i>	
PR	Principal Differentiated Compensation Model (PDCM)	42	\$ 55,532 - \$ 98,200
23	\$ 91,335 - \$144,000	41	\$ 52,889 - \$ 93,525
VP	\$ 78,902 - \$100,658	37	\$ 43,507 - \$ 76,937
AP (12m)	\$ 76,792 - \$ 96,792		
AP (10m)	\$ 71,854 - \$ 91,854		
20	\$ 70,133 - \$114,000		

<http://salary.dadeschools.net/>

*The Superintendent shall have the authority to adjust compensation for MEP employees of the District within the designated pay grade and salary range.