

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.

**Revised
D-21**

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>
Jacqueline H. Adler	Temporary Elementary Assistant Principal North Beach Elementary School	AP	Elementary Assistant Principal North Beach Elementary 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>
Michael Anderson	Outside Candidate	--	WLRN Production Manager Division of Media Programs	17
Rolando Avila	Supervisor, Telecommunication Infrastructure & System Support	44	Director, Computer Operations & Facilities Infrastructure & System Support	21
Oscar A. Gonzalez	Outside Candidate	--	District Analyst Risk & Benefits Management	17
Charisma Hodge	Outside Candidate	--	Procurement Analyst Division of Procurement Management Services	17
Deborah S. Jusino	ERP Analyst HR Information Services	17	Administrative Coordinator HR Information Services	18

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>	
Eileen Rojas	Outside Candidate	--	Staff Specialist Office of the Controller	18	} ADDED
Lenora D. Sevillian	Outside Candidate	--	Director, Procurement Management Division of Procurement Management Services	21	
Steve W. Stewart	Outside Candidate	--	District Director, Procurement Management Services Division of Procurement Management	23	
Herminia M. Williams-Smith	Outside Candidate	--	Procurement Analyst Division of Procurement Management Services	17	} 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>	
George Cancio	Building Code Inspector Facilities Compliance & Quality Control	--	Coordinator I, Construction Maintenance Facilities Operations Maintenance	40	} ADDED
Charles M. Diaz	Electrician II (Journey person) Maintenance Service Center	--	Coordinator I, Construction Maintenance Facilities Operations Maintenance	40	

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>
Nora B. Gonzalez	Senior Fiscal Specialist Office of the Controller	--	Administrative Assistant I General Accounting	34
Monica L. Troutman	Property Audit Specialist Office of Management & Compliance Audits	--	Property Audit Specialist Office of Management & Compliance Audits	33
Jorge Wright	Outside Candidate	--	Investigator, CIU Office of Civilian Investigative Unit	42

} ADDED

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the recommendation for appointments, lateral transfers to be effective December 15, 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 (PDCM)	42	\$55,532 - \$98,200
23	\$ 91,335 - \$144,000	40	\$50,364 - \$89,065
VP	\$ 78,902 - \$100,658	34	\$37,588 - \$66,476
21	\$ 75,669 - \$124,000	33	\$35,787 - \$63,290
AP (12m)	\$ 76,792 - \$ 96,792		
AP (10m)	\$ 71,854 - \$ 91,854		
18	\$ 60,633 - \$ 88,000		
17	\$ 54,858 - \$ 78,000		

<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.