

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 2017-2018**

**COMMITTEE: PERSONNEL, STUDENT, SCHOOL, AND COMMUNITY 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 ensure 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**  
**ASSISTANT PRINCIPALS**

<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>
Leanne N. Garcia	Teacher Miami Jackson Senior High School	--	Adult Assistant Principal Miami Palmetto Adult Education Center	AP
Eugenie Laguerre	Transformation Reading Coach North Miami Beach Senior High School	--	Adult Assistant Principal North Miami Adult Education Center	AP

**NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**  
**MANAGERIAL EXEMPT**

<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>
Elizabeth Duque	Staff Assistant Office of General Accounting	16	District Analyst Office of the Controller	17

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

<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>
Fernando Tercilla	Sr. Project Manager, Network Services Infrastructure & System Support	43	Supervisor, Telecommunications Infrastructure & System Support	44

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida, approve the recommendation for appointments, lateral transfers to be effective January 18, 2018, 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>
AP 12m	\$ 76,792 - \$ 96,792	44 \$ 61,220 - \$108,255
17	\$ 54,858 - \$ 78,000	43 \$ 58,300 - \$103,094
16	\$ 51,809 - \$ 68,000	

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

PDCM – Principal Differentiated Compensation Model

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