

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.

**Revised<sup>2</sup>  
D-21**

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

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Tammy S. Edouard	Adult Assistant Principal South Dade Technical College	AP	Principal, Adult Education Dorothy M. Wallace COPE Center	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>
Telio M. Gutierrez	Teacher Coral Gables Senior High School	--	Temporary Middle Assistant Principal Georgia Jones Ayers Middle School (Effective 03/09/2018)	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>
Stephen E. Papp	Interim Elementary Principal Santa Clara Elementary School	PR	Elementary Principal Santa Clara Elementary School	PR

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

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Marcus A. Bright	Return to the District	--	Coordinator, School Operations 5000 Role Models of Excellence	20
Josue Ceballos	ERP Team Leader Office of Early Childhood	21	District Director, Budget Management Office of Budget Management	23
Thomas B. Holmberg	Director I, Food Service Facilities Office of Food & Nutrition	45	Director, Food Service Facilities Support Office of Food & Nutrition	21
Lisa Hopkins	ERP Analyst Treasury Management	17	Staff Specialist Department of Accounts Payable	18
Alice B. Margolis	Food Service Budget Analyst Office of Food & Nutrition	43	Supervisor, Food Service Office of Food & Nutrition	19
Nicole Robertson	Compliance Analyst Office of Civil Rights Compliance	18	Executive Director, Civil Rights Office of Civil Rights Compliance	22

DELETED

**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>
Diana A. Venturini	Director, Community Outreach Office of Community Services	21	Executive Director, Community Services Office of Community Services	22
Frank J. Zenere	Psychologist Student Services	--	District Coordinator Student Services/Crisis Program	19
Lisa Zuozo	System Implementation Assistant Transportation Administration	35	District Analyst Department of Transportation	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>
William Hetzer	Coordinator, Construction Maintenance Operations- Administration	40	Supervisor II, Facilities Operations Facilities Operations, Maintenance	44
Wilmer R. Maradiaga	Outside Candidate	--	Information Technology Auditor Office of Management & Compliance Audits	44

**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>
Edward Velez	Returning to the District	--	Supervisor II, Facilities Operations Facilities Operations, Maintenance	44

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida, approve the recommendation for appointments, lateral transfers to be effective March 22, 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**

	<b><u>*MEP</u></b>		<b><u>DCSAA</u></b>
PR	PDCM	45	\$ 64,280 - \$113,662
23	\$ 91,335 - \$144,000	44	\$ 61,220 - \$108,255
22	\$ 81,666 - \$134,000	43	\$ 58,300 - \$103,094
21	\$ 75,669 - \$124,000	40	\$ 50,364 - \$ 89,065
AP 12m	\$ 76,792 - \$ 96,792	35	\$ 39,464 - \$ 69,790
AP 10m	\$ 71,854 - \$ 91,854		
20	\$ 70,133 - \$114,000		
19	\$ 65,247 - \$ 98,000		
18	\$ 60,633 - \$ 88,000		
17	\$ 54,858 - \$ 78,000		

<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.