

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

SUBJECT: 1. REQUEST APPROVAL OF APPOINTMENTS, LATERAL ASSIGNMENTS AND ADJUSTMENT OF COMPENSATION OF MANAGERIAL EXEMPT, PROFESSIONAL AND TECHNICAL PERSONNEL FOR 2017-2018

2. REQUEST APPROVAL TO ESTABLISH AND CLASSIFY MANAGERIAL EXEMPT PERSONNEL (MEP)] ADDED

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
D-21**

On March 9, 2018, Governor Rick Scott signed Senate Bill 7026 which was promulgated into law under Florida Statute 1006. This new bill improves school safety through codifying and establishing the Office of Safe Schools within the Florida Department of Education (DOE) which will serve as a central repository for the best practices, training standards, and compliance regarding school safety and security. It also requires each District school board to designate a school administrator as the school safety specialist for the District.

The District must also formulate and prescribe policies and procedures, in consultation with the appropriate public safety agencies, for emergency drills for active shooter situations and incorporate procedures to address active shooter situations and emergency preparedness procedures. Other duties include ensuring the new DOE Florida Safe School Assessment Tool is utilized by each school district and public school in conducting security assessments to identify threats and vulnerabilities.

ADDED

Therefore, the establishment of a new Office of School Safety and Compliance is being recommended to oversee these important responsibilities. In support of this function, and in accordance with Florida Statutes 1001.42 and 1012.22, two administrative positions are being classified under this new District office; Chief of School Safety & Compliance Officer, and District School Safety & Compliance Officer for the Office of School Safety and Compliance.

SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
PRINCIPAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Carmen B. Fuentes	Elementary Principal Calusa Elementary School	PR	K-8 Center Principal State School M-1	PR

SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
VICE/ASSISTANT PRINCIPAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Michael Dearmas	Senior Assistant Principal Booker T. Washington Senior High School	AP	Temporary Vice Principal Booker T. Washington Senior High School	VP
Nancy Jimenez	Teacher Ada Merritt K-8 Center	--	Temporary Elementary Assistant Principal Ada Merritt K-8 Center	AP
Cynthia Kyles	Secondary Counselor Booker T. Washington Senior High School	--	Temporary Senior Assistant Principal Booker T. Washington Senior High School	AP

ADDED

SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
ASSISTANT PRINCIPAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Irene Gancedo	Temporary Elementary Assistant Principal Everglades K-8 Center	AP	Elementary Assistant Principal Everglades K-8 Center	AP

SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
ASSISTANT PRINCIPAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Rebecca A. Watkins	Returning from Leave	AP	Temporary Elementary Assistant Principal Calusa Elementary School	AP

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>
Ana M. Amador	Budget Analyst School Choice & Parental Options	43	District Coordinator School Choice & Parental Options (Grant Funded)	19

Nora B. Gonzalez	Administrative Assistant I Division of General Accounting	34	Staff Assistant Division of General Accounting	16
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Jai A. Ingraham	Returning to the District	--	Director, Contract Compliance Office of Economic Opportunity	21
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Jayne Lam	Application Server Administrator School Choice & Parental Options	19	Supervisor, Support Services School Choice & Parental Options (Grant Funded)	20
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ADDED

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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>	
Edwin Lopez	Deputy Chief of Police Miami-Dade Schools Police Department	24	Interim Chief of Police & District Security Miami-Dade Schools Police Department	25	} ADDED
Coral Martincavage	Curriculum Support Specialist Education Transformation Office	--	Recruiter Office of Instructional Recruitment & Staffing	18	
Raquel D. McKinnon	Curriculum Support Specialist Department of Mathematics & Science	--	District Supervisor, Instructional Support Department of Mathematics & Science	21	
Jacqueline A. Moise Gibbs	Coordinator III, Compliance Office of Civil Rights Compliance	42	Compliance Analyst Office of Civil Rights Compliance	18	
Patricia Prida	Director, Food & Nutrition Operations Office of Food & Nutrition	46	Director, Food Service Operations Office of Food & Nutrition	21	} ADDED
Arlene Rodriguez	Outside Candidate	--	Coordinator Office of the Controller	19	
Dunia R. Villanueva	Secondary Counselor Palm Springs Middle School	--	District Analyst Department of Early Childhood (Grant Funded)	17	

NON-SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
MANAGERIAL EXEMPT

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Ian A. Moffett	Chief of Police & District Security Miami-Dade Schools Police Department	25	Chief School Safety & Compliance Officer Office of School Safety & Compliance	25
Hector Garcia	Police Major Miami-Dade Schools Police Department	S3	District School Safety & Compliance Officer Office of School Safety & Compliance	22

ADDED

NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
PROFESSIONAL TECHNICAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Luis M. Diaz	Coordinator I, Facilities Operations Maintenance Service Center 4	40	Coordinator III, Facilities Operations Facilities Operations, Maintenance	42
Mohammed S. Dodo	Coordinator, Construction Maintenance Service Center 2	40	Coordinator III, Facilities Operations Facilities Operations, Maintenance	42
Erik A. Lorenzo	Senior Micrographics Technician Office of Food & Nutrition	--	Programmer Analyst II Office of Food & Nutrition	35
Andre Rose	Outside Candidate	--	Coordinator III, Warehousing Maintenance Materials Management	42

NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
PROFESSIONAL TECHNICAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>	
Michael D. Wertz	Coordinator III, Facilities Operations Facilities Operations, Administration	42	Supervisor II, Facilities Operations Facilities Operations, Maintenance	44	
Audra Y. Wright	Coordinator III, Nutritional Wellness Office of Food & Nutrition	42	Nutritional Program Supervisor Office of Food & Nutrition	43	
Leopoldina Yero	Information Technology Liaison Client & Business Services	--	Coordinator III, IT Payment Processing Client & Business Services	42	} ADDED

- RECOMMENDED:** That The School Board of Miami-Dade County, Florida, approve the
1. recommendation for appointments, lateral transfers to be effective April 26, 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.
 2. establishment and classification the following MEP positions:
 - a. Chief School Safety and Compliance Officer, MEP paygrade 25
 - b. District School Safety and Compliance Officer, MEP paygrade 22

SALARY RANGE

<u>*MEP</u>		<u>DCSAA</u>	
PR	PDCM	46	\$ 67,494 - \$119,351
22	\$ 81,666 - \$134,000	45	\$ 64,280 - \$113,662
VP	\$ 78,902 - \$100,658	44	\$ 61,220 - \$108,255
21	\$ 75,669 - \$124,000	43	\$ 58,300 - \$103,094
AP (10m)	\$ 71,854 - \$ 91,854	42	\$ 55,532 - \$ 98,200
20	\$ 70,133 - \$114,000	40	\$ 50,364 - \$ 89,065
19	\$ 65,247 - \$ 98,000	35	\$ 39,464 - \$ 69,790
18	\$ 60,633 - \$ 88,000	34	\$ 37,588 - \$ 66,476
17	\$ 54,858 - \$ 78,000		
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.