

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

**SUBJECT: REQUEST APPROVAL OF ADMINISTRATIVE APPOINTMENTS  
FOR 2018-2019**

**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.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida, approve the recommendation for appointments and lateral transfers to be effective August 16, 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.

**SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**  
**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>
Emily D. Falcon	Elementary Assistant Principal Village Green Elementary School	AP	Interim Elementary Principal Bent Tree Elementary School (Effective 08/02/2018)	PR
Yolanda D. Green-Samuel	Elementary Assistant Principal Kenwood K-8 Center	AP	Interim Elementary Principal South Miami Heights Elementary School (Effective 08/02/2018)	PR

**SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS**  
**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>
Michelle L. Coto	Interim Elementary Principal Shenandoah Elementary School	PR	Elementary Principal Shenandoah Elementary School	PR
Patricia D. Fairclough	Interim Elementary Principal George W. Carver Elementary School	PR	Elementary Principal George W. Carver Elementary School	PR
Kathryn B. Guerra	Interim Elementary Principal Dr. Edward L. Whigham Elementary School	PR	Elementary Principal Dr. Edward L. Whigham Elementary School	PR

**SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS**  
**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>
Tania L. Jones	Interim Elementary Principal Poinciana Park Elementary School	PR	Elementary Principal Poinciana Park Elementary School	PR
Leonardo Mourino	Interim Elementary Principal Emerson Elementary School	PR	Elementary Principal Emerson Elementary School	PR
Kenneth L. Williams	Interim Middle Principal Andover Middle School	PR	Middle Principal Andover Middle School	PR

**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>
Angela C. Gonzalez	Teacher Terra Environmental Research Institute	--	Senior Assistant Principal iPreparatory Academy	AP
Kebony J. King	Teacher Miami Norland Senior High School	--	Senior Assistant Principal Miami Carol City Senior High School	AP
Jesus Tellechea	Teacher/Trainer South Region Office	--	Temporary Senior Assistant Principal Miami Palmetto Senior High School	AP

**SCHOOL-SITE LATERAL 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>
Barbara I. Alfaro	Elementary Assistant Principal Marjory Stoneman Douglas Elementary School	AP	Elementary Assistant Principal Kendale Elementary School	AP
Velda C. Christmas	Elementary Assistant Principal Kendale Elementary School	AP	Elementary Assistant Principal Village Green Elementary School	AP
Amie M. Varona-Perez	Elementary Assistant Principal Miami Heights Elementary School	AP	Elementary Assistant Principal Jack D. Gordon Elementary School	AP
Rebecca A. Watkins	Temporary Elementary Assistant Principal Calusa Elementary School	AP	Elementary Assistant Principal Kenwood K-8 Center	AP

**SALARY RANGES**

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

<i>*MEP</i>	<i>DCSAA</i>	<i>School Police</i>
26 \$114,945 - \$174,000	47 \$ 70,866 - \$125,310	S3 \$108,384 - \$139,160
25 \$106,245 - \$164,000	46 \$ 67,494 - \$119,351	S2 \$ 87,849 - \$128,775
24 \$101,335 - \$154,000	45 \$ 64,280 - \$113,662	
PR PDCM	44 \$ 61,220 - \$108,255	
23 \$ 91,335 - \$144,000	43 \$ 58,300 - \$103,094	
22 \$ 81,666 - \$134,000	42 \$ 55,532 - \$ 98,200	
21 \$ 75,669 - \$124,000	41 \$ 52,889 - \$ 93,525	
VP \$ 78,902 - \$100,658	40 \$ 50,364 - \$ 89,065	
AP (12m) \$ 76,792 - \$ 96,792	39 \$ 47,970 - \$ 84,826	
AP (10m) \$ 71,854 - \$ 91,854	38 \$ 45,691 - \$ 80,798	
20 \$ 70,133 - \$114,000	37 \$ 43,507 - \$ 76,937	
19 \$ 65,247 - \$ 98,000	36 \$ 41,432 - \$ 73,267	
18 \$ 60,633 - \$ 88,000	35 \$ 39,464 - \$ 69,790	
17 \$ 54,858 - \$ 78,000	34 \$ 37,588 - \$ 66,476	
16 \$ 51,809 - \$ 68,000	33 \$ 35,787 - \$ 63,290	
	32 \$ 34,097 - \$ 60,300	
	31 \$ 32,470 - \$ 57,424	
	30 \$ 30,919 - \$ 54,676	

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.