

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.

**Revised²
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>
Teandra E. Calixte	Senior Assistant Principal Dr. Michael M. Krop Senior High School	AP	Interim Elementary Principal Kelsey L. Pharr Elementary School (Effective 08/08/2018)	PR
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
Reandra T. Jordan	Elementary Assistant Principal Coral Way K-8 Center	AP	Temporary K-8 Center Principal Coral Way K-8 Center (Effective 08/08/2018)	PR
Jacqueline N. Lewis	Elementary Assistant Principal Orchard Villa Elementary School	AP	Interim Elementary Principal Bunche Park Elementary School (Effective 08/08/2018)	PR
Ada M. Montero	Middle Assistant Principal Arvida Middle School	AP	Interim Elementary Principal William Lehman Elementary School (Effective 08/08/2018)	PR

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>	
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	
Tangela D. Goa	Returning from Leave	PR	Elementary Principal Eneida M. Hartner Elementary School	PR	} ADDED
Kathryn B. Guerra	Interim Elementary Principal Dr. Edward L. Whigham Elementary School	PR	Elementary Principal Dr. Edward L. Whigham Elementary School	PR	
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

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Daniel Diaz	Transformation Math Coach Earlington Heights Elementary School	--	Elementary Assistant Principal Miami Shores Elementary School	AP
Claribel Garcia	Curriculum Support Specialist Education Transformation Office	--	Elementary Assistant Principal Miami Park Elementary School	AP
Angela C. Gonzalez	Teacher Terra Environmental Research Institute	--	Senior Assistant Principal iPreparatory Academy (Effective 08/09/2018)	AP
Kebony J. King	Teacher Miami Norland Senior High School	--	Senior Assistant Principal Miami Carol City Senior High School (Effective 08/09/2018)	AP
Tamieka N. McLaughlin	Teacher Miami Jackson Senior High School	--	Senior Assistant Principal Miami Northwestern Senior High School	AP
Jose L. Mendez	Teacher Ronald Reagan/Doral Senior High School	--	Middle Assistant Principal Georgia Jones-Ayers Middle School	AP

ADDED

ADDED

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>	
Mayflor P. Remond	Curriculum Support Specialist Education Transformation Office	--	Elementary Assistant Principal Edison Park K-8 Center (Effective 08/09/2018)	AP	} ADDED
Aixa E. Reyes	Teacher Arvida Middle School	--	Middle Assistant Principal Arvida Middle School (Effective 08/09/2018)	AP	
Jesus Tellechea	Teacher/Trainer South Region Office	--	Temporary Senior Assistant Principal Miami Palmetto Senior High School (Effective 08/09/2018)	AP	

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>
Barbara I. Alfaro	Elementary Assistant Principal Marjory Stoneman Douglas Elementary School	AP	Elementary Assistant Principal Kendale Elementary School	AP
Isis A. Casares	Elementary Assistant Principal Miami Shores Elementary School	AP	Senior Assistant Principal Miami Coral Park Senior High School	AP

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>
Velda C. Christmas	Elementary Assistant Principal Kendale Elementary School	AP	Elementary Assistant Principal Village Green Elementary School	AP
Paul M. Clermont	Elementary Assistant Principal Carrie P. Meek/Westview K-8 Center	AP	Elementary Assistant Principal Orchard Villa Elementary School	AP
Lenere J. Dawkins	Middle Assistant Principal Georgia Jones-Ayers Middle School	AP	Elementary Assistant Principal Carrie P. Meek/Westview K-8 Center	AP
Starsheema G. Greene	Middle Assistant Principal Georgia Jones-Ayers Middle School	AP	Senior Assistant Principal Miami Central Senior High School	AP
Telio M. Gutierrez	Temporary Middle Assistant Principal Georgia Jones-Ayers Middle School	AP	Temporary Elementary Assistant Principal Coral Way K-8 Center	AP
Corey R. Morris	Senior Assistant Principal Miami Northwestern Senior High School	AP	Middle Assistant Principal Georgia Jones-Ayers Middle School	AP

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>
Charity Paredes	Middle Assistant Principal Jose de Diego Middle School	AP	Middle Assistant Principal Ruben Dario Middle School	AP
Marie Robinson	Senior Assistant Principal Miami Northwestern Senior High School	AP	Elementary Assistant Principal Van E. Blanton Elementary School	AP
Zulaima K. Sarmiento	Senior Assistant Principal Miami Coral Park Senior High School	AP	Senior Assistant Principal Miami Jackson Senior High 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

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>
Gladys M. Jones	ESE Placement Specialist Department of Exceptional Student Education	--	Director, Alternative Education Division of Educational Opportunity & Access	21
Teresita Maria Rodriguez	Audit Manager Office of Management & Compliance Audits	20	Executive Audit Director Office of Management & Compliance Audits (Contracted)	22
Tamara Wain	District Supervisor, School Audits Office of Management & Compliance Audits	21	Executive Audit Director Office of Management & Compliance Audits (Contracted)	22
Richard Yanez	Audit Director, Capital Construction Office of Management & Compliance Audits	21	District Audit Director, Operational & Performance Audits Office of Management & Compliance Audits (Contracted)	23

Listed contracted positions reclassified from MEP to Contracted. Salary is comparable to MEP pay grade ranges, as noted. } 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>
Donnalee Drummond	Food Service Quality Assurance Manager Department of Food & Nutrition	--	Manager III, Food Service Department of Food & Nutrition	39

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>
Armando Rodriguez	Food Service Equipment Manager Department of Food & Nutrition	--	Manager III, Food Service Department of Food & Nutrition	39
Brandon G. Watson	Network Infrastructure Support Technician Infrastructure & System Support	--	Network Analyst Miami-Dade Schools Police Department	41

SALARY RANGES

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

*MEP		DCSAA		School Police	
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.