

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, reclassifications, and lateral transfers to be effective September 6, 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.

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

**SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**  
**PRINCIPAL**

<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 M. Holbrook	Senior Assistant Principal Felix Varela Senior High School	AP	Temporary K-8 Center Principal Jane S. Roberts K-8 Center	PR	} REVISIED

**SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**  
**ASSISTANT PRINCIPAL**

<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>
Maria T. Diaz-Gonzalez	Math Coach Auburndale Elementary School	--	Temporary Elementary Assistant Principal Hialeah Elementary School	AP
Ariel V. Edwards	Teacher Miami Edison Senior High School	--	Senior Assistant Principal Miami Beach Senior High School (Effective 08/29/2018)	AP
Jessica Fumero	Teacher Coral Gables Senior High School	--	Temporary Middle Assistant Principal West Miami Middle School	AP
Nancy Jimenez	Teacher Ada Merritt K-8 Center	--	Elementary Assistant Principal Ada Merritt K-8 Center	AP

**SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS**  
**ASSISTANT PRINCIPAL**

<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>
Lakevia D. Ford-White	Elementary Assistant Principal Holmes Elementary School	AP	Elementary Assistant Principal Arcola Lakes Elementary School	AP
Tiffany C. James	Elementary Assistant Principal Arcola Lakes Elementary School	AP	Elementary Assistant Principal Holmes Elementary School	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>
Charisma H. Hodge	Procurement Analyst Procurement Management Services	17	Director, Procurement Management Procurement Management Services	21
Mariela E. Jimenez-Linaje	Audit Specialist Office of Management & Compliance Audits	19	Audit Manager Office of Management & Compliance Audits	20
Elvira Sanchez	Charter School Audit Coordinator Office of Management & Compliance Audits	19	District Director, School Audits Office of Management & Compliance Audits (Contracted) (Position reclassified from MEP)	--

**NON-SCHOOL-SITE LATERAL 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>
Michael Hernandez	Audit Specialist Office of Management & Compliance Audits	19	Charter School Audit Coordinator Office of Management & Compliance Audits	19
Arnold R. Montgomery	Administrative Director, EEAD Office of Educational Equity, Access & Diversity (EEAD)	24	Region Administrative Director Division of Educational Opportunity & Access	24

**NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**  
**PROFESSIONAL AND 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>
Milagros Alvarez Ferrer	Food Service Employee Development Specialist Department of Food & Nutrition	--	Manager III, Food Service Department of Food & Nutrition	39
Jolee Ferguson	Food Service Employee Development Specialist Department of Food & Nutrition	--	Manager III, Food Service Department of Food & Nutrition	39
Tanya E. Torrence	District Administrative Assistant Office of Language Arts	--	Business Manager George T. Baker Aviation Technical College	38

**SALARY RANGES**  
<http://salary.dadeschools.net/>

<b>*MEP</b>		<b>DCSAA</b>		<b>School Police</b>		<b>Contracted</b>
26	\$114,945 - \$174,000	47	\$ 70,866 - \$125,310	S3	\$108,384 - \$139,160	\$ 91,335 - \$144,000
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.