

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 October 11, 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
D-21**

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>
Maria Miranda	Interim Principal, Adult Education Miami Sunset Adult Education Center	PR	Principal, Adult Education Miami Sunset Adult Education Center	PR
Alexander Santoyo	Interim Middle Principal Thomas Jefferson Middle School	PR	Middle Principal Thomas Jefferson 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>
Itita N. Alexander	Teacher North Miami Beach Senior High School	--	Senior Assistant Principal Dr. Michael Krop Senior High School	AP
Yvette Fuentes	Teacher Marcos A. Milam K-8 Center	--	Temporary Elementary Assistant Principal Crestview Elementary School	AP
Lissette B. Garcia	Teacher Gertrude K. Edelman/Sabal Palm Elementary School	--	Temporary Elementary Assistant Principal V.A. Boone/Highland Oaks Elementary School	AP

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>
Cristina Madrigal	Teacher The Marine Academy of Science & Technology (MAST)@ FIU, Biscayne Bay Campus	--	Senior Assistant Principal The Marine Academy of Science & Technology (MAST)@ FIU, Biscayne Bay Campus	AP
Rafael J. Napoles	Teacher Hialeah Gardens Senior High School	--	Senior Assistant Principal Miami Norland Senior High 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>	ADDED
Michael Anderson	Outside Candidate	--	WLRN Production Manager Division of Media Programs	17	
Armando J. Machado	Supervisor, Telecommunications Infrastructure & Systems Support	44	Director, Computer Operations & Facilities Support Infrastructure & Systems Support	21	
Yodislen S. Martinez	District Coordinator Florida Diagnostic & Learning Resource	19	Director, Community Outreach Title I Administration (Grant Funded)	21	

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>
Orlando Martinez-Fortun	Educational Specialist Federal & State Compliance Office	--	Student Funding Specialist Federal & State Compliance Office	18

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>
Sharon Y. Williams	Community Liaison Specialist Office of Economic Opportunity	--	System Implementation Assistant Office of Economic Opportunity	35

ADDED

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.