

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 December 20, 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

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Kristen E. Hayes	Elementary Assistant Principal Phyllis Ruth Miller Elementary School	AP	Temporary Elementary Principal Miami Springs Elementary School (Effective 11/28/2018)	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>
Aryam A. Alvarez-Garcia	Interim Elementary Principal Kendale Elementary School	PR	Elementary Principal Kendale Elementary School	PR
Marybel R. Baldessari	Interim Elementary Principal Gulfstream Elementary School	PR	Elementary Principal Gulfstream Elementary School	PR
Pedro R. Cedeno	Temporary Elementary Principal Van E. Blanton Elementary School	PR	Elementary Principal Van E. Blanton Elementary School	PR
Stephanie M. Tudor	Interim Middle Principal Lawton Chiles Middle School	PR	Middle Principal Lawton Chiles 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>
Anna Deroscar	Math Coach Miami Central Senior High School	--	Middle Assistant Principal Jose de Diego Middle School	AP
Kedler Pouca	Teacher Miami Northwestern Senior High School	--	Temporary Senior Assistant Principal Miami Northwestern 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>
Amy O. Christopoulos	Elementary Assistant Principal David Lawrence Jr. K-8 Center	AP	Elementary Assistant Principal, Head Start/Early Head Start Program Office of Early Childhood (Grant Funded)	AP
Maria Diaz-Gonzalez	Temporary Elementary Assistant Principal Hialeah Elementary School	AP	Temporary Elementary Assistant Principal Phyllis Ruth Miller Elementary School (Effective 11/28/2018)	AP
Leticia L. Figueroa	Elementary Assistant Principal Norman S. Edelcup/Sunny Isles Beach K-8	AP	Adult Assistant Principal George T. Baker Aviation Technical College	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>
Lissette B. Garcia	Temporary Elementary Assistant Principal Virginia A. Boone/Highland Oaks Elementary School	AP	Temporary Elementary Assistant Principal North Glade Elementary School (Effective 11/28/2018)	AP
Francisco R. Serio	Middle Assistant Principal Hialeah Gardens Middle School	AP	Senior Assistant Principal Barbara Goleman Senior High School (Effective 12/03/2018)	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>
Alissa S. Augustin	Outside Candidate	--	Supervisor, Citizen Information Office of Communications	20
Luis Cespedes	Outside Candidate	--	Systems Engineer Systems & Programming Services	18
Annia Chaviano	Systems Analyst I Application Development & Client Support	39	Systems Engineer Systems & Programming Services	18

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>
Sandra C. Oei	Systems Analyst I Application Development & Client Support	39	Systems Engineer Systems & Programming Services	18

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>
Juan C. Rodriguez	Refrigeration Mechanic II District Inspectors- Operational & Emergency	--	Coordinator I, Energy Management District Inspections & Operations	40

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.