

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. Outside candidates must successfully complete any State and District mandated background screening requirements [e.g., fingerprinting (Level II), drug screening] prior to hiring.

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 June 20, 2019, 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 LATERAL ADMINISTRATIVE ASSIGNMENTS
PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Veronica Bello	Interim Elementary Principal Hibiscus Elementary School	PR	Elementary Principal Hibiscus Elementary School	PR
Teandra E. Calixte	Interim Elementary Principal Kelsey L. Pharr Elementary School	PR	Elementary Principal Kelsey L. Pharr Elementary School	PR
Tanya S. Daly-Barnes	Interim Elementary Principal Orchard Villa Elementary School	PR	Elementary Principal Orchard Villa Elementary School	PR
Emily D. Falcon	Interim Elementary Principal Bent Tree Elementary School	PR	Elementary Principal Bent Tree Elementary School	PR
Yolanda D. Green-Samuel	Interim Elementary Principal South Miami Heights Elementary School	PR	Elementary Principal South Miami Heights Elementary School	PR
Andrija A. Harrison	Interim Elementary Principal Golden Glades Elementary School	PR	Elementary Principal Golden Glades Elementary School	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>
Jacqueline N. Lewis	Interim Elementary Principal Bunche Park Elementary School	PR	Elementary Principal Bunche Park Elementary School	PR
Ada M. Montero	Interim Elementary Principal William Lehman Elementary School	PR	Elementary Principal William Lehman Elementary School	PR
Derek A. Negron	Interim Middle Principal Carol City Middle School	PR	Middle Principal Carol City Middle School	PR
Chantal Osborne	Interim Adult Principal Miami Beach Adult & Community Education Center	PR	Principal, Adult Education Miami Beach Adult & Community Education Center	PR
Cisely J. Scott	Interim Elementary Principal Agenoria S. Paschal/Olinda Elementary School	PR	Elementary Principal Agenoria S. Paschal/Olinda Elementary School	PR
Naomi P. Simon	Interim Elementary Principal E.W.F. Stirrup Elementary School	PR	Elementary Principal E.W.F. Stirrup Elementary School	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>
Janine A. Townsley	Interim Elementary Principal Greynolds Park Elementary School	PR	Elementary Principal Greynolds Park Elementary School	PR
Ottolita T. Thompson	Interim Elementary Principal Holmes Elementary School	PR	Elementary Principal Holmes Elementary School	PR
Alina Valero	Interim Middle Principal Miami Springs Middle School	PR	Middle Principal Miami Springs Middle School	PR

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>
Fernando L. Gonzalez	Communication Analyst Application Development & Client Support	39	Coordinator III, Internet Technology Services Application Development & Client Support	42
Maria E. Hernandez	Outside Candidate	--	Supervisor I, Food Service Department of Food & Nutrition	43

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.