

Jose L. Dotres, Chief Human Capital Officer
Office of Human Capital Management

**SUBJECT: REQUEST APPROVAL OF ADMINISTRATIVE APPOINTMENTS
FOR 2019-2020**

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.

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Calondria E. Williams	Middle Assistant Principal Southwood Middle School	AP	Temporary K-8 Center Principal Jane S. Roberts K-8 Center (Effective 09/13/2019)	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>
Eddy Lafaille	Vocational Teacher Jan Mann Educational Center	--	Assistant Principal, Vocational Technical Miami Lakes Education Center & Technical College (Effective 09/20/2019)	AP
Scott E. Parker	Assistant Principal, Vocational Technical Miami Lakes Education Center & Technical College	AP	Vice Principal Miami Lakes Education Center & Technical College (Effective 09/20/2019)	VP

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>
Gina Shannon Spicer	Middle Assistant Principal Rockway Middle School	AP	Adult Assistant Principal Lindsey Hopkins Technical College	AP

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>
Dianelys Juarez	Paralegal School Board Attorney's Office (Contracted)	--	Manager III, Data Analysis Miami-Dade Schools Police Department	39

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the recommendation for appointments and lateral transfers to be effective October 3, 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.

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.