

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

**SUBJECT: REQUEST APPROVAL OF ADMINISTRATIVE APPOINTMENTS
FOR 2020-2021 AND JOB DESCRIPTION**

**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.

Furthermore, authorization of the Board is requested to establish and classify a job description in accordance with School Board Policies 1120, Employment of Administrators; 1120.01, Managerial Exempt Personnel; 1600, Job Descriptions, and with Florida Statutes 1001.42 and 1012.22. A copy of the job description is attached.

SP-2

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Barbara A. Vinas	Senior Assistant Principal Hialeah-Miami Lakes Senior High School	AP	Interim Elementary Principal Hibiscus Elementary School (Effective 08/14/2020)	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>
Veronica Bello	Elementary Principal Hibiscus Elementary School	PR	Elementary Principal Frederick Douglass Elementary School (Effective 08/14/2020)	PR

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
VICE/ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Lori F. Bailey	Teacher Miami Northwestern Senior High School	--	Temporary Senior Assistant Principal Miami Northwestern Senior High School (Effective 08/27/2020)	AP
Gilda M. Chickillo	Teacher Kendale Lakes Elementary School	--	Elementary Assistant Principal Silver Bluff Elementary School	AP

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
VICE/ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Ana E. Flores	Teacher Shenandoah Middle School	--	Temporary Middle Assistant Principal Georgia Jones-Ayers Middle School (Effective 08/21/2020)	AP
Marisol Garrido	Reading Coach Coral Park Elementary School	--	Elementary Assistant Principal Frances S. Tucker Elementary School	AP
Andre N. Jackson	Transformation Reading Coach Miami Central Senior High School	--	Temporary Senior Assistant Principal Miami Central Senior High School (Effective 08/26/2020)	AP
Renette Lafrance	Transformation Reading Coach Brownsville Middle School	--	Senior Assistant Principal Miami Central Senior High School (Effective 08/21/2020)	AP
Vernatta E. Lee-Morrison	Senior Assistant Principal Miami Edison Senior High School	AP	Temporary Vice Principal Miami Edison Senior High School (Effective 08/14/2020)	VP
Brittani R. Mandrell	Reading Coach Barbara J. Hawkins Elementary School	--	Elementary Assistant Principal Crestview Elementary School	AP

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
VICE/ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Lamond M. Morrison	Teacher Miami Palmetto Senior High School	--	Middle Assistant Principal Homestead Middle School (Effective 08/21/2020)	AP
Jacques E. Pierre	Teacher Linda Lentin K-8 Center	--	Temporary Middle Assistant Principal Horace Mann Middle School	AP
Yvonne D. Perry	Elementary Principal Charles D. Wyche, Jr. Elementary School	PR	Elementary Assistant Principal Everglades K-8 Center	AP
Tangela L. Ramos	Teacher Madison Middle School	--	Elementary Assistant Principal Charles R. Drew K-8 Center	AP
Latoya V. Tarpley	Teacher Palm Springs North Elementary School	--	Elementary Assistant Principal Greynolds Park Elementary School	AP
Yolanda L. Williams	Teacher Miami Northwestern Senior High School	--	Middle Assistant Principal Norland Middle School	AP

SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
VICE/ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Iliana B. Artime	Middle Assistant Principal South Miami Middle Community School	AP	Elementary Assistant Principal Coconut Grove Elementary School (Effective 08/14/2020)	AP
Isis A. Casares	Senior Assistant Principal Miami Coral Park Senior High School	AP	Elementary Assistant Principal Lakeview Elementary School (Effective 08/14/2020)	AP
Jashon E. Fayson	Elementary Assistant Principal Henry M. Flagler Elementary School	AP	Elementary Assistant Principal Coral Park Elementary School (Effective 08/14/2020)	AP
Yvette Fuentes	Elementary Assistant Principal Crestview Elementary School	AP	Elementary Assistant Principal Henry M. Flagler Elementary School	AP
David L. Galarce	Senior Assistant Principal Miami Central Senior High School	AP	Middle Assistant Principal Brownsville Middle School (Effective 08/14/2020)	AP
Starsheema G. Greene	Senior Assistant Principal Miami Central Senior High School	AP	Adult Assistant Principal Lindsey Hopkins Technical College (Effective 08/14/2020)	AP

SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
VICE/ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Telio M. Gutierrez	Elementary Assistant Principal Silver Bluff Elementary School	AP	Elementary Assistant Principal E.W.F. Stirrup Elementary School (Effective 08/14/2020)	AP
Eida Herrera	Vice Principal Coral Gables Adult Education Center	VP	Vice Principal Miami Beach Adult & Community Education Center (Effective 08/14/2020)	VP
Kartia Louis-Jean	Elementary Assistant Principal Lakeview Elementary School	AP	Senior Assistant Principal Miami Edison Senior High School (Effective 08/14/2020)	AP
Judith M. Melendez	Community School Assistant Principal Silver Bluff Elementary School	AP	Elementary Assistant Principal Southside Preparatory Academy (Effective 08/14/2020)	AP
Hannah Ramontal	Elementary Assistant Principal Coconut Grove Elementary School	AP	Elementary Assistant Principal Jesse J. McCrary, Jr. Elementary School (Effective 08/14/2020)	AP
Sandra S. Smith-Moise	Elementary Assistant Principal E.W.F. Stirrup Elementary School	AP	Community School Assistant Principal Silver Bluff Elementary School (Effective 08/14/2020)	AP

SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
VICE/ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Gina Spicer Shannon	Adult Assistant Principal Lindsey Hopkins Technical College	AP	Adult Assistant Principal Coral Gables Adult Education Center (Effective 08/14/2020)	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>
Jacqueline Basallo	District Analyst Office of Early Childhood Programs (Grant Funded)	17	Director, Marketing Office of Communications	21
Chrystie Gonzalez Del Valle	Outside Candidate	--	District Coordinator Board Members Office	19
Latonya S. Troutman	Instructional Support Specialist Department of Exceptional Student Education	20	Supervisor, Regional Center Psychological Services (Grant Funded)	21

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>
Juan Antunez	Property Audit Specialist (Hourly) Office of Management & Compliance Audits	33	Property Audit Specialist Office of Management & Compliance Audits	33
Jay S. Bolton	Coordinator, Construction Facilities Maintenance & Operations	40	Coordinator III, Facilities Operations Facilities Maintenance & Operations	42
Fernando Hernandez	Coordinator, Construction Maintenance Service Center 2	40	Coordinator III, Facilities Operations Facilities Maintenance & Operations	42
Tobi L. Jean-Jacques	Transcript Specialist Instructional Certification	--	Certification Officer Instructional Certification	44

RECOMMENDED: That The School Board of Miami-Dade County, Florida:

1. Establish and classify Executive Director, Educational Equity, Access & Diversity (EEAD), MEP, paygrade 22, Office of Educational Equity, Access & Diversity.
2. Approve the recommendation for appointment to be effective September 15, 2020, or as soon thereafter as can be facilitated, and authorize compensation adjustments upon appointment and thereafter as stipulated in this item.

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.