

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

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

**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**  
**VICE/ASSISTANT PRINCIPALS**

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>
Lilibet Sosa	District Supervisor, Instructional Support Educational Transformation Office	21	Senior Assistant Principal Hialeah-Miami Lakes Senior High School (Effective 08/14/2020)	AP

**SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS**  
**VICE/ASSISTANT PRINCIPALS**

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>
Dionisio De La Torre	Temporary Elementary Assistant Principal Coral Way K-8 Center	AP	Elementary Assistant Principal Coral Way K-8 Center	AP

**NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**  
**MANAGERIAL EXEMPT**

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>
Donice M. Green	Staff Assistant Office of Compensation Administration	16	Coordinator, Compensation Administration Office of Compensation Administration	19
Maite Jimenez	Audit Coordinator II Office of Management & Compliance Audit	42	Audit Specialist Office of Management & Compliance Audit	19

**NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**  
**MANAGERIAL EXEMPT**

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>
Judy A. Palenzuela	District Coordinator Office of Early Childhood (Grant Funded)	19	Director, Community Outreach Office of Early Childhood (Grant Funded)	21
Patrick J. Salmasi	Instructional Support Specialist Exceptional Student Education	20	Instructional Supervisor, ESE Exceptional Student Education (Grant Funded)	21

**NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**  
**PROFESSIONAL TECHNICAL**

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>
Osvel Vilche	Leadperson-Vehicle Repair Department of Transportation Vehicle Maintenance	--	Manager, Transportation Maintenance Department of Transportation Vehicle Maintenance	38

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida, approve the recommendation for appointments and lateral transfers to be effective October 22, 2020, 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.

<b>SALARY RANGES</b>		
<a href="http://salary.dadeschools.net/">http://salary.dadeschools.net/</a>		
<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.