

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.

**Revised
D-21**

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
PRINCIPALS

| <u>NAME</u> | <u>CURRENT ASSIGNMENT</u> | <u>CURRENT PG</u> | <u>NEW ASSIGNMENT</u> | <u>NEW PG</u> |
|--------------------|---|--------------------------|---|----------------------|
| Louis Dash III | Adult Assistant Principal Miami Springs Senior Adult Education Center | AP | Interim Principal, Adult Education Miami Senior Adult Education Center | 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> |
|----------------------|---|--------------------------|--|----------------------|
| Raquel Calveiro | Teacher David Lawrence Jr. K-8 Center | -- | Temporary Elementary Assistant Principal David Lawrence Jr. K-8 Center | AP |
| Michele T. Defreitas | Transformation Reading Coach West Homestead K-8 Center | -- | Elementary Assistant Principal Gateway Environmental K-8 Learning Center | AP |
| Yoandra Iglesias | Teacher West Hialeah Gardens Elementary School | -- | Adult Assistant Principal Miami Springs Senior Adult Education Center | AP |
| Lilibet Sosa | District Supervisor, Instructional Support Educational Transformation Office | 21 | Senior Assistant Principal Hialeah-Miami Lakes Senior High School (Effective 08/14/2020) | AP |

ADDED

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> | |
|----------------------------|---|--------------------------|---|----------------------|---------|
| Enock Alouidor | Temporary Senior Assistant Principal North Miami Senior High School | AP | Senior Assistant Principal North Miami Senior High School | AP | } ADDED |
| Dionisio De La Torre | Temporary Elementary Assistant Principal Coral Way K-8 Center | AP | Elementary Assistant Principal Coral Way K-8 Center | AP | |
| Jennifer M. Gonzalez | Temporary Elementary Assistant Principal Hialeah Gardens Elementary School | AP | Elementary Assistant Principal Hialeah Gardens Elementary School | AP | } ADDED |
| Massiel J. Lorenzo | Temporary Elementary Assistant Principal Treasure Island Elementary School | AP | Elementary Assistant Principal Treasure Island Elementary School | AP | |
| Jennifer A. Share Enriquez | Senior Assistant Principal Dr. Michael M. Krop Senior High School | AP | Elementary Assistant Principal Ojus Elementary School | 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> | |
|--------------------|---|--------------------------|--|----------------------|---------|
| Maria T. Castillo | ERP Analyst Office of Leave & Retirement | 17 | Coordinator, Retirement Office of Leave & Retirement | 19 | } ADDED |
| Raquel Diaz | Senior Payroll Specialist Payroll Department | -- | Staff Assistant Payroll Department | 16 | |
| Louann G. Glidden | Supervisor I, Food Services Department of Food & Nutrition | 43 | Director, Food Service Operations Department of Food & Nutrition | 21 | |
| Donice M. Green | Staff Assistant Office of Compensation Administration | 16 | Coordinator, Compensation Administration Office of Compensation Administration | 19 | |
| Mary A. Green | Secretary/Treasurer Lenora Braynon Smith Elementary School | -- | District Coordinator Office of Head Start/Early Head Start (Grant Funded) | 19 | } ADDED |
| 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

| <u>NAME</u> | <u>CURRENT ASSIGNMENT</u> | <u>CURRENT PG</u> | <u>NEW ASSIGNMENT</u> | <u>NEW PG</u> |
|--------------------|---|--------------------------|--|----------------------|
| 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 |
| Elena Varona | Outside Candidate | -- | Procurement Analyst Procurement Management Services | 17 |

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> | |
|--------------------|---|--------------------------|--|----------------------|---------|
| Ilka D. Ashenoff | ESE Placement Specialist Office of Pre-Kindergarten-ESE | -- | Certification Officer Office of Instructional Certification | 44 | } ADDED |
| Sheila Resco | Clerical Assistant (hourly) Office of Management & Compliance Audits | -- | Staff Auditor II Office of Management & Compliance Audits | 40 | |

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> | |
|--------------------|---|--------------------------|---|----------------------|---------|
| Jason L. Romero | Coordinator, Construction Maintenance Service Center 2 | 40 | Coordinator III, Facilities Operations Facilities Operations, Maintenance | 42 | } ADDED |
| 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.

| 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.