

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

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

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.

Furthermore, authorization of the Board is requested to change the job description requirements 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 will be forwarded to Board Members under separate cover and will be placed on file in the offices of Citizen Information and the Board Recording Secretary.

**Revised²
D-21**

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>
Deborah Riera	Elementary Principal Biscayne Gardens Elementary School	PR	Senior High Principal Miami Beach Senior High School	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>
Jodi B. English	SPED-Intellectual Disabilities Miami Southridge Senior High School	--	ESE Assistant Principal Neva King Cooper Educational Center	AP
Jocelyn A. Figueroa	Transformation Science Coach Miami Jackson Senior High School	--	Temporary Senior Assistant Principal Coral Gables Senior High School	AP
Camilo Gutierrez	Lead Teacher-Magnet Program Terra Environmental Research Institute	--	Adult Assistant Principal Robert Morgan Educational Center & Technical College	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>
Ann M. Jordan	Temporary Elementary Assistant Principal Kenwood K-8 Center	AP	Temporary Elementary Assistant Principal Dante B. Fascell 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>	
Ada M. Fernandez-Vicaria	Director, Professional Development Office of Professional Development & Evaluation	21	Executive Director, Performance Management Office of Human Capital Management (Grant Funded)	22	
Ericka M. Hicks	Teacher Nathan Young Elementary School	--	District Analyst Department of Early Childhood Programs (Grant Funded)	17	
Damian J. Jané	Outside Candidate	--	District Coordinator Office of Intergovernmental Affairs, Grants Administration, & Community Engagement	19	} ADDED

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>
Harry W. Munoz	Return to the District	--	Building Official Department of Educational Facilities, Code Compliance	23
Ed Stokes	Outside Candidate	--	Fiscal Supervisor Office of Economic Opportunity	20
Clifford Stull	Return to the District	--	District Analyst Department of Early Childhood Programs (Grant Funded)	17
Monroe D. Thornton, Jr.	Outside Candidate	--	Instructional Supervisor, GMAC Department of Athletics, Activities & Accreditation	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>
Javier Iturria	Foreperson- AC/Refrigeration Maintenance Service Center 1	--	Coordinator, Construction Facilities Maintenance & Operations	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>
Hilda Jimenez	Coordinator III, Facilities Operations Facilities Maintenance & Operations	42	Senior Project Manager Facilities Maintenance & Operations	45
Fito Pointville	Electrician II (Journeyman) Maintenance Service Center 2	--	Coordinator, Construction Facilities Maintenance & Operations	40
Annakrizia Rico	Translation Specialist Office of Communications	--	Communications Manager Office of Communications	37
Patricia Tumelty	Senior Auditor Office of Management & Compliance Audits	41	Audit Coordinator II Office of Management & Compliance Audits	42
Jorge Valdes	Foreperson - Resident Maintenance Service Mechanic Maintenance Service Center 3	--	Coordinator, Construction Facilities Maintenance & Operations	40

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

1. changes to the job description requirements of District Director, Facilities Planning, MEP, pay grade 23, Office of Governmental Affairs and Land Use.
2. recommendation for appointments and lateral transfers to be effective December 10, 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 upon Board approval, pursuant to the Managerial Exempt Personnel (MEP) Manual, and in accordance with the salary schedule, the Superintendent shall have the authority to adjust compensation for MEP employees of the District within the designated pay grade and salary range.

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.