

Enid Weisman, Chief Human Capital Officer  
Office of Human Capital Management

**SUBJECT: REQUEST FOR APPROVAL OF SUPERINTENDENT'S REALIGNMENT, RESTRUCTURING, REORGANIZATION, AND DEMAND-DRIVEN, STRATEGIC REDUCTION-IN-FORCE OF SELECT POSITIONS**

1. APPROVE THE PROPOSED REORGANIZATION AND RESTRUCTURING OF SELECT DISTRICT OFFICES
2. APPROVE THE CLASSIFICATION AND/OR ESTABLISHMENT OF SELECT MEP POSITIONS NECESSARY FOR THE TRANSITION FROM A COMPLIANCE-DRIVEN TO A SUPPORT-CENTRIC ORGANIZATION
3. APPOINT AND ASSIGN MANAGERIAL EXEMPT PERSONNEL (MEP) AND DADE COUNTY SCHOOL ADMINISTRATORS' ASSOCIATION (DCSAA) PERSONNEL
4. APPROVE A STRATEGIC, DEMAND-DRIVEN DOWNGRADE/REDUCTION-IN-FORCE FOR COLLECTIVE BARGAINING UNITS AND EMPLOYEE ORGANIZATIONS
5. AUTHORIZE THE SUPERINTENDENT TO IMPLEMENT A RE-ABSORPTION PLAN AND SEPARATION PLAN TO ALL IMPACTED EMPLOYEES
6. AUTHORIZE THE SUPERINTENDENT TO PROVIDE APPROPRIATE TERMINAL PAY TO ALL IMPACTED EMPLOYEES, AND
7. AUTHORIZE THE SUPERINTENDENT TO MAKE MINOR PERSONNEL ADJUSTMENTS TO EFFECTUATE THIS REORGANIZATION

**LINK TO STRATEGIC FRAMEWORK: FINANCIAL EFFICIENCY/STABILITY**

Authorization of the Board is requested to approve the Superintendent's realignment, restructuring, reorganization and reduction-in-force of select positions. In accordance with Florida Statute Sections 1001.42 and 1012.22, and School Board Policies 1120, 1120.01, 1121, 1130.01, 4120.01 and the collective bargaining agreements, it is within the Superintendent's authority to recommend to the Board for approval, a realignment,

restructuring, reorganization, change in state and academic requirements and reduction-in-force within the District.

The 2012-2013 school year has presented challenges in many areas including an increasingly competitive educational environment, changes in state requirements impacting accountability and performance systems and a shift to Common Core Standards. To date, the District has taken many steps to prepare for the 2013-2014 school year. It is the District's hope that through this proposed reorganization and restructuring the District will realize additional efficiencies while supporting our core educational mission and keeping the commitments made subject to the 21<sup>st</sup> Century Schools Bond Referendum.

This Board item proposes efficiencies and reductions in legacy positions that will result in a savings of approximately \$10 million in general fund and grants through a reorganization and restructuring of strategic District offices and services.

**Reorganization and Restructuring**

In accordance with Florida Statute Sections 1001.49 and 1012.27, and School Board Policy 1120, it is within the Superintendent's authority to recommend reorganization to the School Board for approval.

The proposed realignment will streamline operations, enhance strategic alignment, increase efficiency, support the District's strategic plan and bring improvements to the organization, including:

- Reorganizing staffing levels with current workloads and priorities;
- Downsizing the capital-funded workforce to align to the 21<sup>st</sup> Century Schools Bond Referendum;
- Aligning teacher accountability, principal leadership and professional development to national and state reform models that reduce redundancy and combine functional areas while creating a synchronicity of purpose and greater coherence;
- Creating strategic methods for approaching digital convergence and high-quality digital content. This vision will take Miami-Dade County Public Schools into the future and ensure that both the District and the students we serve are prepared for the technological world that awaits them;
- Adjusting the timeline for school-site administrators' assignments. For the first time, principals and assistant principals will be assigned to their new schools in May. This change will allow for a smoother transition in planning for the upcoming school year and increased continuity at school sites. Unless otherwise noted, the transitions for principals assigned to a new school site will take place following the close of the 2012-2013 school year.

The following changes to District offices are being recommended as a part of this reorganization and restructuring:

- **Capital Construction** – Capital Construction is being redesigned to align with the 21<sup>st</sup> Century Schools Bond Referendum and the District's strategic capital needs. This will allow the District to embrace capital construction and maintenance best business practices; promote greater public/private partnerships; provide economic development and employment opportunities; provide transparency and confidence through citizens' advisory and oversight committees to ensure timely and equitable distribution of projects; and reinvest in the local economy. In addition, Capital Construction will further align functions to better support school-site needs and provide greater supervision with a reduced work force.

Project management is also being redesigned in accordance with funded capital workloads and functions. This redesign will increase effectiveness in scheduling, cost estimating, project scoping and programming. Furthermore, this redesign will enable District staff to collaborate with private sector project management teams in order to provide the flexibility needed to carry out specialized tasks and address fluctuating project workloads. Through this partnership, the District will also be able to leverage the knowledge of private sector firms in order to create projects that will serve as exemplars for other school districts implementing bond programs. In order to transform the capital program, effective July 1, 2013, select Managerial Exempt Personnel will be either not renewed or provisionally reappointed and subject to a reduction-in-force. These employees will be offered the opportunity to reapply for positions, both contracted and permanent, that align to the transformation of the capital program.

Finally, keeping promises made to include private sector and MWBE firms and within a framework of fair competition, the district will be able to maximize reductions in the capital construction workforce. These economies will allow the district to focus on its core mission of educating students while spending construction funds more efficiently. As construction work associated with the 21<sup>st</sup> Century Schools Bond materializes, the District will continually reassess staffing levels to ensure that the department is utilizing the most efficient, cost-effective methods of maintaining schools and facilities.

- **Academics and Transformation** – The Office of Academics and Transformation has realigned select programmatic functions and activities and proposed targeted reductions in order to optimize direct support to schools, improve services to students, and comply with federal and state policies. The impacted areas include: Title I Administration, Exceptional Student Education, Life Skills, and Academics, Accountability and School Improvement. These changes will result in an overall cost saving to the District.

The Division of Early Childhood Programs, Title I Administration and Summer Services has proactively responded to anticipated changes in federal and state

programmatic mandates as well as anticipated Title I funding reductions of 10%–20% resulting from federal sequestration and the sun-setting of several Title I School Improvement Grants. As a result, the Department has realigned the programmatic functions and activities funded through the various Title I Grants in an effort to optimize direct support to schools, improve services to students and their families, and comply with federally-required policies. School-wide Title I allocations supporting supplemental education programs will be increased.

Additionally, the Office of Exceptional Student Education and Life Skills will align programs in accordance with growth trends in certain exceptionalities. As Autism Spectrum Disorder is one of the fastest growing exceptionalities, the District Director of Exceptional Student Education is aligning resources to emphasize early intervention, additional resources for students, integration of cutting edge technologies for communication and instruction, and the establishment of research and development demonstration sites. Further, to relieve educators from excessive paperwork responsibilities required by Response to Intervention (RTI), no fewer than 100 clerical support personnel will be deployed to schools from non-school site offices. This is a special budgetary allocation to schools that is cost neutral to the District.

In the Division of Academics, Accountability, and School Improvement, the departments of Math, Science, and Career Technical Education will be merged under single leadership to facilitate implementation of the Common Core State Standards and to ensure interdisciplinary instruction in the areas of science, mathematics, and other STEM areas. Career and college readiness within the Common Core framework will be this division's focus. To facilitate this work, the position of Administrative Director, Division of Academics, Accountability, and School Improvement will be established.

- **Management Audits** - In order to establish accountability and ensure transparency in regard to revenues and expenditures associated with the 21<sup>st</sup> Century Schools and Bond Referendum, there is a need to establish an auditing position solely dedicated to this endeavor.
- **Intergovernmental Affairs and Grants Administration** – The Parent Academy will move to School Operations and be aligned to the Region Centers. This will afford greater parental access and will be able to be designed to meet the divergent parental needs associated with our diverse community. This initiative will be headed by the Dean of the Parent Academy at an Executive Director level as currently budgeted.
- **Human Capital** - The Office of Professional Development will be redesigned as the Office of Professional Development and Evaluation. This shift is a result of the need for district-wide coherence and an increased focus on teacher quality and

effectiveness, principal leadership and accountability. This office will be realigned to a performance management model comprised of four functions; performance evaluation, teacher growth and advancement, leadership development and professional development standards. These redefined functions will support the important role of sustaining the accountability of performance evaluation leveraged with professional development and career advancement for teachers and administrators.

The fourth underlying function will be to support and monitor the implementation of professional development activities throughout the District that are anchored on state and national professional development standards. At the center of this realignment is the strong belief that evaluations are growth agents, where professional development is directly tied to improving teacher quality and leadership effectiveness, with the ultimate aim of supporting the District strategic goal of increased student achievement. This includes certifying principals in delivering fair and consistent evaluations, training peer teachers to provide mentoring and assistance, and monitoring performance results to provide appropriate remediation, recognition and support. Leadership development for school-site administrators will be focused on increasing instructional leadership capacity in both technical competencies and instructional delivery.

In concurrence with the proposed reorganization for improvements, the offices of Personnel Actions and Personnel Records and Transcripts Analysis will be merged and renamed Personnel Operations and Records. Positions will be reduced accordingly, increasing efficiency and streamlining processes and functions within the Office of Human Capital Management.

- **School Operations** – The departments of Stores and Distributions and Maintenance Materials Management are being consolidated in order to avoid redundancies and increase effectiveness. This consolidation will allow the Department to maximize the productivity of the Maintenance Department by providing a more efficient ordering and distribution model for supplies. In addition, the District's liability will be minimized by reducing the number of inventoried items. Finally, this consolidation will allow the Department to streamline operational processes and implement best practices to reduce overall costs to the warehouses.

Finally, in the interest of right-sizing district facilities and maximizing the application of the 21<sup>st</sup> Century Schools Bond dollars, facilities including school and non-school sites will be reviewed, consolidated, or repurposed in order to continue to provide the best education possible in the best environment for all students, not to exceed 10% of District facilities.

- **School Police** – Miami-Dade Schools' Police Department (M-DSPD) is a full-service police department providing law enforcement service to the students, staff, and property of the School Board. Through continued enhancement of multiple police

and security services, the M-DSPD supports a safe learning environment and promotes an atmosphere of trust and safety throughout the community. In addition, as a result of the recent Joint Roundtable on Youth Safety, there is a necessity for greater community collaboration as we work towards a holistic plan to protect students from gun violence both at school and in the community. Finally, given the importance of an increased focus on school safety, there is a need to establish a Deputy Chief of Police position to ensure succession management and leadership readiness moving forward. As a result of reassignment and new hires, an additional 25 officers will be deployed to school sites.

- **Information Technology Services** – Information Technology Services (ITS) has been last reorganized seven years ago; however, many of the department's job descriptions have not been updated in two decades. In order to align the department with current technology and prepare for the digital convergence and the implementation of new technology provided by the 21<sup>st</sup> Century Schools Bond Referendum, the entire department is being redesigned. First, ITS positions will be reduced. Second, a number of positions will be realigned to ensure that the Department has the appropriate staff to effectively support these new technology initiatives. Next, a number of positions will be established and classified but not filled at this time. These positions will create career pathways that will lead to the retention of employees with expertise in emerging technological trends. For example, these newly established positions will focus on the implementation of digital convergence, management of strategic ITS initiatives, development and testing of mobile and web-based applications, creation of device-specific user interfaces and experiences, and implementation of universal connectivity and related policies. These new positions will be filled as each of the strategies detailed above emerge.

At the same time, ITS will continue to improve the efficiency of business practices and reduce operating costs while maintaining the current service levels expected by District staff. This reorganization also includes the reduction, where possible, in the annual maintenance and contract costs of older software and non-business impacting software.

In addition, the position of Chief Digital Strategy Officer will be established. This position will be responsible for ensuring that the District is able to support 21<sup>st</sup> century teaching and learning through the implementation of innovative technology solutions including digital convergence, one-to-one personalized learning, universal connectivity, and the District's Bring Your Own Device (BYOD) policy. The Chief Digital Strategy Officer will also be charged with creating, communicating, executing, and sustaining the District's digital identity and operationalizing the digital landscape to transform all aspects of the District's model at both school and non-school locations.

## Reduction-In-Force

The creation and classification of positions, downgrades of positions, realignment of positions and a potential reduction-in-force is also being recommended.

Miami-Dade County Public Schools currently offers a number of elective courses which are no longer required by the state, no longer reflect the evolution of our technologically-oriented economy and are no longer relevant to the needs of a global community. Lack of student demand in courses which have persistently low student enrollment and/or lack of student interest may necessitate a reduction-in-force in these areas. Additionally, clerical functions and staffing ratios will be analyzed and no less than 20% of clerical and Confidential Exempt Personnel will be redeployed to school for additional advocacy/parental support.

The maximum proposed position downgrades/reductions by employee group/bargaining unit are displayed below:

American Federation State County Municipal Employees (AFSCME)	Not to exceed 1%. Affected employees will be offered other positions.
Confidential Exempt Personnel (CEP)	Not to exceed 15%
Managerial Exempt Personnel (MEP)	Minimally 5%
Dade County School Administrators' Association (DCSAA)	Not to exceed 17%
Dade County School Maintenance Employee Committee (DCSMEC)	Not to exceed 2%. Affected employees will be offered other positions.
United Teachers of Dade (UTD)	Credential and student needs driven with collateral impact to select support personnel.

The employees affected by these reductions will be treated with dignity, respect, and appreciation of their contributions to the District. The Office of Human Capital Management will review the current title and credentials of each impacted employee to determine their eligibility to seek re-employment as positions become available. Every effort will be made to reabsorb affected employees into other functional areas. Additionally, a separation plan has been developed to provide an array of services. Individuals who leave service with accrued leave will be compensated at the appropriate rate in accordance with Board policies and collective bargaining agreements.

**RECOMMENDED:** That effective May 23, 2013, or as soon thereafter as can be facilitated, The School Board of Miami-Dade County, Florida:

1. Approve the proposed reorganization and restructuring of select district offices;
2. Approve the classification and/or establishment of select MEP positions:
  - a. Chief Digital Strategy Officer, Office of the Superintendent, MEP, pay grade 25
  - b. Deputy Chief Facilities and Eco-Sustainability Officer, School Facilities, MEP, pay grade 25
  - c. Administrative Director, Construction Management, Capital Improvement Projects, MEP, pay grade 24
  - d. Administrative Director, Division of Academics, Accountability, and School Improvement, MEP, pay grade 24
  - e. Administrative Director, Performance Management, Professional Development and Evaluation, MEP, pay grade 24
  - f. District Director, Stores and Mail Distribution/Maintenance Material Management, MEP, pay grade 23
  - g. Dean, The Parent Academy, School Operations, MEP, pay grade 22
  - h. Executive Audit Director, Office of Management and Compliance Audits, MEP, pay grade 22
  - i. Executive Director, Maintenance Operations, Facilities Operations, MEP, pay grade 22
  - j. Executive Director, Operations and Records, Office of Personnel Operations and Records, MEP, pay grade 22
  - k. Audit Director (Capital Construction), Office of Management and Compliance Audits, MEP, pay grade 21
  - l. Director, Data Security and Technical Services, Information Technology Services, MEP, pay grade 21
  - m. Digital Convergence Web and Mobile Architect, Internet Services, MEP, pay grade 20
  - n. Supervisor, Infrastructure and Systems Support, Information Technology Services, MEP, pay grade 20
  - o. Supervisor, Program Management Office, Information Technology Services, MEP, pay grade 20
  - p. Supervisor, Technical Training, Information Technology Services, MEP, pay grade 20
  - q. Digital Convergence Web and Mobile Application Developer, Internet Services, MEP, pay grade 19
  - r. Digital Convergence Web and Mobile Designer, Internet Services, MEP, pay grade 19
  - s. Digital Convergence Digital Media Specialist, Internet Services, MEP, pay grade 17



- t. .NET Web Application Developer, Internet Services, MEP,  
pay grade 17
3. Appoint and assign Managerial Exempt Personnel (MEP) and  
Dade County School Administrators' Association (DCSAA)  
personnel;
4. Approve a downgrade/reduction-in-force for collective bargaining  
units and employee organizations;
5. Authorize the Superintendent to implement a re-absorption plan  
and separation plan to all impacted employees;
6. Authorize the Superintendent to provide appropriate terminal pay  
to all impacted employees, and
7. Authorize the Superintendent to make minor personnel  
adjustments to effectuate this reorganization.

**SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**  
**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>
Jean R. Baril	Senior Assistant Principal Coral Gables Senior High School	AP	Interim Middle Principal Lamar L. Curry Middle School	PR
Robin P. Behrman	K-8 Center Principal Bob Graham Education Center	P2	Elementary Principal Oak Grove Elementary School	PR
Giovanna M. Blanco	Middle Principal Henry H. Filer Middle School	P2	Senior High Principal Westland Hialeah Senior High School	PR
Lucas de la Torre	Middle Assistant Principal Zelda Glazer Middle School	AP	Interim K-8 Center Principal Gateway Environmental K-8 Learning Center	PR
Kimberly F. Emmanuel	Elementary Principal Poinciana Park Elementary School	P1	Middle Principal Miami Springs Middle School	PR
Maria C. Fernandez	Middle Principal Thomas Jefferson Middle School	P2	Elementary Principal Parkway Elementary School	PR
Reginald J. Fox	Middle Assistant Principal Richmond Heights Middle School	AP	Interim Elementary Principal Kendale Elementary School	PR
Uwezo B. Frazier	Vice Principal Homestead Senior High School	VP	Interim Middle Principal Madison Middle School	PR

**SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**  
**PRINCIPALS**

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Lisa B. Garcia	Senior Assistant Principal Hialeah-Miami Lakes Senior High School	AP	Interim Senior High Principal Alonzo and Tracy Mourning Senior High School (Effective 05/08/2013)	PR
Ramon J. Garrigo	Temporary Middle Principal Doral Middle School	P2	Interim Elementary Principal Emerson Elementary School	PR
Sherry L. Krubitch	Administrative Director, Employee Services Office of Human Capital Management	24	Elementary Principal Treasure Island Elementary School (Career re-direction at request of incumbent)	PR
Tracie N. Lewis	Elementary Principal Parkway Elementary School	P1	K-8 Center Principal Charles R. Drew K-8 Center	PR
Katyna D. Lopez-Martin	Middle Assistant Principal South Miami Middle Community School	AP	Interim Middle Principal West Miami Middle School	PR
Yecenia M. Martinez-Lopez	Elementary Principal Oak Grove Elementary School	P1	K-8 Center Principal Bob Graham Education Center	PR
Maria Medina	Vice Principal Robert Morgan Educational Center	VP	Interim Middle Principal South Dade Middle School	PR

**SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**  
**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>
Josephine Otero	K-8 Center Principal Coral Way K-8 Center	P2	Senior High Principal Maritime & Science Technology Academy	PR
Javier Perez	Middle Principal Miami Springs Middle School	P2	Senior High Principal South Dade Senior High School	PR
Cory R. Rodriguez	Senior High Principal Homestead Senior High School	P3	Middle Principal Citrus Grove Middle School	PR
Carol R. Sampson	Elementary Assistant Principal Kelsey L. Pharr Elementary School	AP	Interim Elementary Principal Kelsey L. Pharr Elementary School	PR
Scott H. Saperstein	Elementary Assistant Principal Aventura Waterways K-8 Center	AP	Interim Elementary Principal Virginia A. Boone/Highland Oaks Elementary School	PR
Juan C. Silva	Middle Principal Jorge Mas Canosa Middle School	P2	Senior High Principal Ronald W. Reagan/Doral Senior High School	PR
Edward R. Smith	Returning to M-DCPS	--	Senior High Principal Miami Springs Senior High School	PR
Cynara Suarez	Senior Assistant Principal TERRA Environmental Research Institute	AP	Interim Elementary Principal Dr. Edward L. Whigham Elementary School	PR

**SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**  
**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>
Brenda L. Swain	Elementary Assistant Principal Miami Shores Elementary School	AP	Interim Elementary Principal Miami Shores Elementary School	PR
Richard Vidal	Regional Administrative Director Central Region Office	24	Principal, Adult Education The English Center	PR
Cathy M. Williams	K-8 Center Principal Charles R. Drew K-8 Center	P2	Elementary Principal Phillis Wheatley Elementary School	PR

**SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**  
**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>
Terracish J. Boynton	Teacher Pine Villa Elementary School	--	Elementary Assistant Principal Frederick Douglass Elementary School	AP
Patrick Burrows	Teacher Homestead Senior High School	--	Middle Assistant Principal Richmond Heights Middle School	AP
Henny Cristobol	Temporary Senior Assistant Principal South Dade Senior High School	AP	Senior Assistant Principal TERRA Environmental Research Institute	AP
Ana C. Diaz	Student Activities Director Southwest Miami Senior High School	--	Middle Assistant Principal Zelda Glazer Middle School	AP

**SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**  
**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>
Alicia M. Fernandez	SPED-Program Specialist District Wide Schools	--	ESE Assistant Principal Neva King Cooper Educational Center	AP
Kim K. Wood	Teacher Pine Villa Elementary School	--	Elementary Assistant Principal Pine Villa Elementary School	AP

**SCHOOL-SITE ADMINISTRATIVE LATERAL RE-ASSIGNMENTS**  
**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>
Robin Y. Atkins	Middle Principal Westview Middle School	P2	Middle Principal Thomas Jefferson Middle School	PR
Patricia L. Bloodworth	Elementary Principal Carol City Elementary School	P1	Elementary Principal Poinciana Park Elementary School	PR
Colleen M. Del Terzo	Middle Principal West Miami Middle School	P2	Principal Alternative Education C.O.P.E. North Alternative Education Center	PR
Brian Hamilton	Middle Principal South Dade Middle School	P2	K-8 Center Principal Devon Aire K-8 Center	PR
Alicia Hidalgo	Senior High Principal South Dade Senior High School	P3	Senior High Principal Miami Coral Park Senior High School	PR

**SCHOOL-SITE ADMINISTRATIVE LATERAL RE-ASSIGNMENTS**  
**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>
Carmen Jones-Carey	Middle School Principal Horace Mann Middle School	P2	K-8 Center Principal Coconut Palm K-8 Academy	PR
Emirce Ladaga	Middle Principal Citrus Grove Middle School	P2	Middle Principal Henry H. Filer Middle School	PR
Guillermo A. Munoz	Senior High Principal Westland Hialeah Senior High School	P3	Senior High Principal Homestead Senior High School	PR
Yvonne D. Perry	Elementary Principal Kelsey L. Pharr Elementary School	P1	Elementary Principal Holmes Elementary School	PR
Laura F. Tennant	Interim Elementary Principal Holmes Elementary School	P1	Elementary Principal Colonial Drive Elementary School	PR
Thayla Watkins	Elementary Principal Earlington Heights Elementary School	P1	Elementary Principal Carol City Elementary School	PR

**SCHOOL-SITE ADMINISTRATIVE LATERAL RE-ASSIGNMENTS**  
**ASSISTANT PRINCIPALS**

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Elaine L. Adderly	Elementary Assistant Principal Ojus Elementary School	AP	Elementary Assistant Principal Linda Lentin K-8 Center	AP
Daniel H. Atlas	Middle Assistant Principal Doral Middle School	AP	Elementary Assistant Principal Silver Bluff Elementary School	AP
Clinton E. Bales	Senior Assistant Principal Miami Sunset Senior High School	AP	Elementary Assistant Principal Gateway Environmental K-8 Learning Center	AP
Robin E. Boclair	Senior Assistant Principal Hialeah Gardens Senior High School	AP	Senior Assistant Principal Westland Hialeah Senior High School	AP
Orna L. Campbell-Dumeus	Elementary Assistant Principal Charles R. Drew K-8 Center	AP	Elementary Assistant Principal Phillis Wheatley Elementary School	AP
Laura Carrasco	Elementary Assistant Principal Pine Villa Elementary School	AP	Elementary Assistant Principal Caribbean Elementary School	AP
Barbara Cicilia	Elementary Assistant Principal Gateway Environmental K-8 Learning Center	AP	Elementary Assistant Principal Sylvania Heights Elementary School	AP
Edith Cimino	Senior Assistant Principal Westland Hialeah Senior High School	AP	Senior Assistant Principal Hialeah Gardens Senior High School	AP



**SCHOOL-SITE ADMINISTRATIVE LATERAL RE-ASSIGNMENTS**  
**ASSISTANT PRINCIPALS**

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Cadian Collman	Middle Assistant Principal Miami Edison Middle School	AP	Middle Assistant Principal Madison Middle School	AP
Philip D. Cox	Elementary Assistant Principal Linda Lentin K-8 Center	AP	Elementary Assistant Principal Ojus Elementary School	AP
LaRhonda M. Donaldson	Middle Assistant Principal Cutler Ridge Middle School	AP	Middle Assistant Principal Jorge Mas Canosa Middle School	AP
Michael H. Gould	Elementary Assistant Principal Charles R. Hadley Elementary School	AP	Senior Assistant Principal Maritime and Science Technology Academy	AP
Felix Harris	Middle Assistant Principal Jorge Mas Canosa Middle School	AP	Middle Assistant Principal Cutler Ridge Middle School	AP
Isabel M. Lazcano	Elementary Assistant Principal Melrose Elementary School	AP	Elementary Assistant Principal Cutler Ridge Elementary School	AP
Neisha Mack-Freeman	Middle Assistant Principal Madison Middle School	AP	Middle Assistant Principal Jose de Diego Middle School	AP
Sandra P. Munoz-Rose	Elementary Assistant Principal Toussaint L'Ouverture Elementary School	AP	Elementary Assistant Principal Charles R. Hadley Elementary School	AP

**SCHOOL-SITE ADMINISTRATIVE LATERAL RE-ASSIGNMENTS**  
**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>
Jackson J. Nicolas	Elementary Assistant Principal Phillis Wheatley Elementary School	AP	Elementary Assistant Principal Charles R. Drew K-8 Center	AP
Argentha J. Richards	Middle Assistant Principal Jose de Diego Middle School	AP	Middle Assistant Principal Brownsville Middle School	AP
Julie A. Santamarina	Elementary Assistant Principal Frederick Douglass Elementary School	AP	Elementary Assistant Principal Kelsey L. Pharr Elementary School	AP
Ethel M. Selwood	Middle Assistant Principal Brownsville Middle School	AP	Middle Assistant Principal Miami Edison Middle School	AP
Sandra S. Smith-Moise	Senior Assistant Principal Maritime and Science Technology Academy	AP	Elementary Assistant Principal Toussaint L'Ouverture Elementary School	AP
Hope E. Walker	Middle Assistant Principal Allapattah Middle School	AP	Middle Assistant Principal Parkway Middle School	AP
Ora R. Whitehead	Middle Assistant Principal Parkway Middle School	AP	Middle Assistant Principal Allapattah Middle School	AP

NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Anthony Adams	Director I, Facilities Operations Region Maintenance Center 6	45	Director, Facilities Services Facilities Operations	21
Linda A. Amica-Roberts	K-8 Center Principal Coconut Palm K-8 Academy	P2	Regional Administrative Director Education Transformation Office	24
Julio C. Arana	Manager II, Document Systems Office of Personnel Operations and Network Services	38	ERP Analyst Office of Personnel Operations and Records	17
Alberto Benitez	Director I, Facilities Operations Facilities Operations-Maintenance	45	Executive Director, Maintenance Operations Facilities Operations	22
Jacques Y. Bentolila	Senior High Principal Ronald W. Reagan/Doral Senior High School	P3	Regional Administrative Director Central Region Office	24
Verena Cabrera	Senior High Principal Hialeah Senior High School	P3	Regional Administrative Director North Region Office	24

**NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**

<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>
Dennis Carmona	Executive Director, Personnel Operations and Network Services Office of Personnel Operations and Network Services	47	Executive Director, Operations and Records Office of Personnel Operations and Records	22
Cristian Carranza	Executive Director, Curriculum Support Department of Math and Science	22	Administrative Director, Academics, Accountability and School Improvement Division of Academics, Accountability and School Improvement	24
Marvin D. Chapman	Director I, Facilities Operations Region Maintenance Center 4	45	Director, Facilities Services Facilities Operations	21
Raimundo Delgado	Director, Materials Management Stores/Mail Distribution	21	District Director, Store & Mail/Maintenance Materials Management Department of Store & Mail/Maintenance Materials Management	23
Carmen Fernandez	Administrative Assistant Office of Academics and Transformation	--	Staff Specialist, Program Management Office of Title I Project Administration	18
Patricia M. Fernandez	Elementary Principal Miami Shores Elementary School	P1	Administrative Director, Professional Development Office of Professional Development and Evaluation (Grant Funded)	24

**NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**

<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>
Milagros Gonzalez	Instructional Supervisor, Teacher Incentive Instructional/Non-Instructional Training	21	Executive Director, Performance Management Office Professional Development and Evaluation	22
Carmen G. Gutierrez	K-8 Center Principal Gateway Environmental K-8 Learning Center	P2	District Director, Professional Standards Office of Professional Standards	23
Michael Krtausch	Director, Facilities Services Facilities Operations-Maintenance	21	Executive Director, Maintenance Operations Facilities Operations	22
Alexandra V. Martillo	Elementary Assistant Principal Linda Lentin K-8 Center	AP	Director, Professional Development Office of Professional Development and Evaluation	21
Luis Martinez	Director I, Facilities Operations Region Maintenance Center 2	45	Director, Facilities Services Facilities Operations	21
Lubby Navarro	Director, Intergovernmental Affairs/Grants Administration Office of Intergovernmental Affairs/Grants Administration	21	Executive Director, Intergovernmental Affairs/Grants Administration Office of Intergovernmental Affairs/Grants Administration	22

**NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**

<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>
Ignacio A. Palacio	Director I, Facilities Operations Region Maintenance Center 3	45	Director, Facilities Services Facilities Operations	21
Ana M. Rodriguez	Staff Specialist, Program Management Office of Title I Project Administration	18	Director, Community Outreach Office of Title I Project Administration	21
Anna L. Rodriguez	Senior High Principal Miami Springs Senior High School	P3	Administrative Director, Performance Management Office of Professional Development and Evaluation	24
Shaina A. Rodriguez	Teacher Eugenia B. Thomas K-8 Center	--	ERP Analyst General Accounting	17
Ava D. Rosales	Instructional Supervisor, Science Education Office of Mathematics/Science and Advanced Academics	21	Executive Director, Curriculum Support Department of Math and Science	22
Wandarece Ruan	Middle Principal Lamar Louise Curry Middle School	P2	Administrative Director, Leadership Development Office of Professional Development and Evaluation (Grant Funded)	24
John J. Schuster	Chief Communications Officer Public Information	25	Administrative Director, Public Relations Office of Public Relations (Career re-direction at request of incumbent)	24

**NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**

<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>
Latosha T. Styles	Senior Audit Coordinator Office of Management & Compliance Audit	42	Supervisor, Vocational Fiscal Services Office of Adult and Community Education	19
Edward Velez	Director I, Facilities Operations Maintenance Service Center 1	45	Director, Facilities Services Facilities Operations	21
Paul V. Wilson	Executive Director, Community Services Office of Community Engagement	22	Administrative Director, Labor Relations Office of Labor Relations	24

**NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**  
**SCHOOL POLICE**

<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>
Dermot A. Horgan	Police Captain Region 6-South Operations	S2	Police Major Operations Division and Headquarters	S3
Gerald D. Kitchell	Police Major Operations Division and Headquarters	S3	Deputy Chief of Police Operations Division and Headquarters	24
Ian A. Moffett	Returning to M-DCPS	--	Chief of Police and District Security Operations Division and Headquarters	25

**NON-SCHOOL-SITE ADMINISTRATIVE LATERAL RE-ASSIGNMENTS**

<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>
Nicolas A. Betancourt	Design and Construction Officer Capital Improvement Projects	24	Administrative Director, Construction Management Capital Improvement Projects	24
Janice M. Cruse	Regional Administrative Director Educational Transformation Office	24	Regional Administrative Director Central Region Office	24
Riley Davis	Coordinator II, Operations and Training Office of Economic Opportunity	19	Coordinator II, Operations and Training Office of Civil Rights Compliance	19
Jon Goodman	Executive Director, School Budgets Management and Compliance Audit	22	Executive Audit Director Management and Compliance Audit	22
James Haj	Administrative Director, Labor Relations Office of Labor Relations	24	Regional Administrative Director Central Region Office	24
Reginald H. Johnson	Administrative Director, Professional Development Education Transformation Office	24	Administrative Director, Adult and Community Education School Operations	24
Ana F. Rijo-Conde	Eco-Sustainability Officer Governmental Affairs and Land Use	25	Deputy Chief Facilities and Eco-Sustainability Officer School Facilities	25



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

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Moveta Drummond	Materials Management Aide Transportation Vehicle Maintenance	--	Administrative Assistant III, Stockroom Transportation Vehicle Maintenance	36
Suzanne F. Lopez	Manager I, Procurement Office of Procurement Management Services	37	Buyer Office of Procurement Management Services	40
Claudette E. Vanwhervin	Buyer Support Specialist Office of Procurement Management Services	--	Buyer Office of Procurement Management Services	40