

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
3. APPROVE CHANGES TO THE TITLE, PAY GRADE, AND/OR MINIMUM QUALIFICATIONS FOR SELECT MEP POSITIONS
4. APPOINT AND ASSIGN MANAGERIAL EXEMPT PERSONNEL (MEP) AND DADE COUNTY SCHOOL ADMINISTRATORS' ASSOCIATION (DCSAA) PERSONNEL
5. APPROVE A STRATEGIC, DEMAND-DRIVEN DOWNGRADE/REDUCTION-IN-FORCE FOR COLLECTIVE BARGAINING UNITS AND EMPLOYEE ORGANIZATIONS
6. AUTHORIZE THE SUPERINTENDENT TO IMPLEMENT A RE-ABSORPTION PLAN AND SEPARATION PLAN TO ALL IMPACTED EMPLOYEES
7. AUTHORIZE THE SUPERINTENDENT TO PROVIDE APPROPRIATE TERMINAL PAY TO ALL IMPACTED EMPLOYEES, AND
8. 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.

Faced with an increasingly competitive educational environment including the implementation of new, more rigorous academic standards and statutorily required changes to performance evaluation and accountability systems, the District is seeking to realize further efficiencies while maintaining unwavering focus on our core mission of increasing student achievement. As such, the District has been compelled to evaluate functional areas and programs in order to determine which departments and initiatives deliver enhanced return-on-investment as well as those that present opportunities for change.

The District has embarked on this reorganization and restructuring with the following goals at the forefront:

- o Maintaining a competitive advantage through differentiation, cost-effective use of resources, and superior delivery of educational services
- o Ensuring a consistent focus on student achievement in order to prepare our students for college and career in a 21st century global market
- o Developing and implementing strategies to attract and retain the highest caliber workforce to meet the demands of a market-driven educational economy
- o Enhancing business performance through maximization of efficiencies and optimization of industry standards

This Board item proposes efficiencies that will realize a savings of nearly \$5 million through a restructuring of District offices and services as well as strategic, demand-driven reductions.

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 a reorganization to the School Board for approval.

The proposed reorganization and realignment will offer increased efficiencies, enable competitive advantage, enhance cross-functional collaboration, and ensure continued focus on the District's strategic priorities by:

- o Realigning staffing levels with District workloads and priorities by eliminating redundancies and clarifying reporting lines
- o Aligning job titles with duties and responsibilities
- o Enabling succession management in key leadership positions in order to continue to provide a high level of service to school sites

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

- ***Academics and Transformation***

The Office of Academics and Transformation has realigned selected offices, programmatic functions, and activities in order to eliminate redundant services and streamline support provided to schools.

As the state transitions to the new, more rigorous K-12 Florida Standards and corresponding assessments, the greatest impact will be felt on reading/language arts. Strategically, it behooves the District to approach this transition by differentiating elementary and secondary reading/language arts instructional support through the separation of administrative positions and responsibilities. As such, two executive director positions – one responsible for elementary reading/language arts and the other responsible for secondary – will replace the existing administrative director position.

The Division of Academic Support will also establish an Administrative Director position. The primary responsibility of this position is to lead the Department of Student Services in developing a comprehensive district-wide approach to implementing a multi-tiered system of support to address the academic, personal/social, career/community awareness, and health and wellness development needs of all students. This will include fully redesigning the Department of Student Services to improve school readiness, increase graduation rates, prepare students for post-secondary education and employment, maximize student potential and performance, and promote and enhance a healthy and safe learning environment.

Next, in order to meet the needs of a growing population of students diagnosed with Autism Spectrum Disorder (ASD), the position of Instructional Supervisor, Autism Services, is being created. This role will coordinate and monitor the delivery of services and ensure that the District is deploying adequate resources to meet the needs of these students. Additionally, staff in the Office of Exceptional Student Education will be realigned to facilitate these efforts.

Finally, to more accurately reflect the work of the office, the Division of Academics, Accountability, and School Improvement (AASI) is being renamed the Division of Academics.

- ***Office of the Superintendent***

To facilitate the implementation of key strategic initiatives and ensure oversight of the achievement of objectives consistent with the District's strategic plan, the position of Chief Strategy Officer is being established. This position is responsible for directly assisting the Superintendent of Schools in creating, communicating, executing, and sustaining strategic initiatives district-wide. Responsibilities include leading the strategic planning process, implementing high priority initiatives, leading corporate/business development initiatives, and communicating the District's strategic plan to both internal and external stakeholders.

Information Technology Services (ITS) will also be realigned under the Chief Strategy Officer.

Additionally, according to the National Healthcare Anti-Fraud Association, healthcare fraud costs an estimated \$100 to \$300 billion per year in the United States. Fraudulent claims for a full range of medical conditions and treatments have driven the cost of healthcare to an all-time high. Experts report that South Florida is especially vulnerable to this type of fraud due to its large elderly and wealthy populations. Healthcare fraud has a direct financial impact on both the District and its employees given the self-insured nature of the M-DCPS healthcare program. Thus, it is critical that the fight against this fraud becomes a priority.

To that end, the M-DCPS Healthcare Fraud Prevention Taskforce (HFPT) is being established. This taskforce will report to the Chief Strategy Officer in the Office of the Superintendent and will be comprised of liaisons from the Miami-Dade Schools Police Department and the Office of Management and Compliance Audits. Additionally, up to three full-time investigators will be hired to carry out the work of the HFPT. These investigators will be funded through monies recovered as a result of the healthcare fraud investigations. There is no direct cost to the District for this initiative. To support this program, the Miami-Dade Schools Police Department will be realigned to report to the Chief of Staff in the Office of the Superintendent.

- ***Facilities Operations Maintenance***

In 2013, the Office of Facilities Operations Maintenance (FOM) realigned its operational service model to a more sustainable and efficient organizational design by consolidating from six maintenance service centers to four maintenance service centers. Additionally, multiple vacancies due to attrition or promotion have left the department with a need to redistribute supervisory responsibilities. As a result, the current average ratio of administrative supervisor to tradesperson is approximately one to 24 (30 managers supervising 720 tradespersons). To ensure that FOM is able to continue to properly support the educational process in schools without affecting the quality or effectiveness of work or supervision, changes are being recommended that will codify, strengthen, and build upon the operational efficiencies realized previously. These changes will also result in an organizational structure that will eliminate redundancies and allow for proper oversight of the trade workforce while maintaining the flexibility to leverage outsourcing as needed to provide effective and timely service.

- ***School Facilities***

As a result of the 21st Century Schools Bond Program, workload requirements in the Office of School Facilities have shifted significantly. Accordingly, the division is being right-sized to allocate projects in a more effective manner and to ensure that the department is able to provide quality services in a competitive environment. As personnel are contracted through Parsons Brinkerhoff and other private sector professional service firms, staffing levels are being adjusted in key areas to realize greater efficiencies and cost savings. This requires the elimination of select positions which are no longer necessary or which benchmark disparately with like-positioned entities statewide and nationally. Management functions will

also be realigned to ensure that both internal and external projects are being completed in a manner that will foster efficiency, transparency, and accountability. Concurrently, to maximize cost avoidance and strengthen accountability of the 21st Century Schools Bond Program, a limited investment in energy management and contracting and control functions is necessary.

- ***Human Capital Management***

The Office of Human Capital Management (HCM) recognizes that school districts are in a highly competitive business environment as a result of legislative changes that permit increased charter schools, school vouchers, and privatization. M-DCPS must invest in its people through strategic recruitment and hiring, targeted and relevant development, and accurate and meaningful evaluation. Furthermore, given the increasingly demanding educational marketplace and the District's emphasis on parental choice, human capital processes must become more nimble to facilitate changes necessary to attract top talent in a timely manner and remain competitive.

To this end, HCM is reorganizing to strengthen linkages between recruiting and hiring top talent, developing instructional capabilities, and managing the relationships between student achievement and performance evaluation. As such, direct reports to the Chief Human Capital Officer will be streamlined and HCM departments will be realigned into two divisions, each led by an assistant superintendent. A stronger human capital management system will allow HCM to position the District as an attractive employment option that is able to both hire quickly and support and develop employees throughout their careers. Additionally, it will enable HCM to focus on strategic management of the District's talent pipeline while ensuring high quality customer service.

- ***Information Technology Services***

Information Technology Services (ITS) will be realigned under the Office of Academics and Transformation until such time as a Chief Strategy Officer is hired. This change will better support the District's digital convergence and Bring Your Own Device (BYOD) initiatives. It will also facilitate collaboration and coherence as ITS continues the implementation of new technology provided by the 21st Century Schools Bond Program and digital convergence initiatives.

- ***Intergovernmental Affairs and Grants Administration***

Given the challenges associated with educational funding equity in Florida, the growth of the District's grant portfolio, the need for additional competitive resource opportunities, rapidly expanding municipal compacts, and an increasingly complex legislative process, the position of Assistant Superintendent, Legislative Relations in the Office of Intergovernmental Affairs and Grants Administration will be reclassified to Associate Superintendent, Intergovernmental Affairs and Grants Administration. This change reflects the increased demands of the position which is responsible for promoting the District's educational agenda in Tallahassee including issues of teacher evaluation, increased

accountability and value-added measures, and tax millage rates, among others. The Associate Superintendent also serves as the liaison between the District and the Foundation for Educational Initiatives and is charged with seeking, monitoring, and administering grant dollars to supplement state funding.

- ***Public Relations***

With an increasing number of educational options and a growing international population unfamiliar with public school opportunities in Miami-Dade County, it is incumbent upon the District to engage in systematic marketing efforts geared towards the recruitment and retention of students. In this competitive educational environment, the creation of marketing and public relations campaigns is vital to promoting M-DCPS' scholastic programs, offerings, and achievements. Therefore, pursuant to Board action in May 2014, the District is creating the department of Strategic Educational Marketing in the Office of Public Relations.

This department will strive to increase student enrollment and retention through the development of community awareness and a focus on informing new community members about the District's diverse, specialized, and unique educational and curricular options. Funding for these marketing efforts will be sought through additional grants and partnerships with both public and private organizations.

- ***Office of Economic Opportunity***

In order to monitor and track expenditure data by prime contractors, subcontractors, and sub-consultants doing business with the District, the position of Contracts and Compliance Specialist is being created in the Office of Economic Opportunity. This position will work in conjunction with the School Board Attorney's Office, the Office of Management and Compliance Audits, and the Office of School Facilities with a primary focus on contract compliance with small, micro, minority and/or local workforce utilization. The Contracts and Compliance Specialist will conduct fieldwork including on-site audits and company reviews, along with on-site job reviews of records and documents of any firm certified as a Small/Micro and/or Minority/Women's Business Enterprise firm by M-DCPS. This will include examining complaints and interviewing the firm's employees, subcontractors, and vendors as reasonably necessary to ensure that all eligibility standards are satisfied and the integrity of the program is maintained.

- ***Financial Operations/Budget***

The Office of Federal and State Compliance is responsible for the District's main revenue generating process – the counting and reporting of students. Given this core function in the overall finance process, this office will be realigned under the Office of Budget Management, which has responsibility for the financial health of the organization. This change will allow the District to proceed with confidence knowing that the Office of Federal and State Compliance will not be focused solely on compliance, but also on maximizing any and all revenue opportunities.

Additionally, the nature of the Office of Budget Management necessitates that staff engage in sensitive, managerial tasks that require advanced knowledge and consistent exercise of discretion and independent judgment. In order to align the Office of Budget Management with federal guidelines and standard industry practice, some administrative employees are being reclassified to reflect the managerial nature of their roles which include the distribution and oversight of budgets for all worksites throughout the District.

Finally, the position of Chief Procurement Officer is being established as a pay grade 25 to reflect the increased level of responsibility associated with the role. Not only is the Chief Procurement Officer charged with directing District-wide purchasing and requisitions for materials, supplies, and services, but also with monitoring/preparing bids and awarding contracts for projects and services associated with the 21st Century Schools Bond Program.

- ***Risk and Benefits Management***

With annual costs of the District's health benefits program nearing \$380 million dollars, investing in early detection, awareness, and lifestyle changes through a solid wellness program is a priority. Increasing wellness awareness can greatly mitigate the costs of managing this employee benefit. To this end, the position of Wellness Supervisor is being established.

Having a dedicated team member to facilitate a robust wellness program can lead to increased employee health/wellness awareness which will result in reduced absenteeism and claim expenditures. A core objective of this position will be to implement wellness programs that educate and influence employees about wellness topics.

Additionally, the positions of Risk and Benefits Supervisor and Fiscal Supervisor are being created to enable stronger support systems and increased accountability. The Risk and Benefits Supervisor will be responsible for administration of the District's workers' compensation program. This requires managing highly confidential employee data, approving workers' compensation settlements, and recruiting medical providers. The Fiscal Supervisor will oversee the financial management of the Office of Risk and Benefits Management which includes an annual budget of over \$60 million. This role is also responsible for processing vendor payments, monitoring the daily remote deposit process, and preparing quarterly transfers of expenditures to the District's self-insured medical program. Finally, the position of Deputy Risk and Benefits Officer is being created to facilitate succession management in this office.

- ***School Operations***

School Operations is aligning functions and reorganizing reporting lines to increase efficiency and enable more effective communication. To facilitate this transition, direct reports to the Chief Operating Officer will be streamlined from 14 to eight. This shift will reduce redundancies and enhance collaboration among departments.

To support and strengthen this new organizational structure, the division of Adult/Vocational and Community Education will be combined with the division of Alternative Education under the leadership of a single assistant superintendent. Accordingly, the administrative director position from the division of Adult/Vocational and Community Education will be eliminated. The consolidation of these departments will create more effective alignment of services to students at all levels and will support the District's growth into a Pre-K through 14 system. A part of this growth will be the transition of technical centers into accredited technical colleges. Additionally, the District's adult and vocational education programs are being aligned with alternative education programs and traditional academic programs in an effort to provide increased pathways for student success and seamless articulation from high school into post-secondary education. The alignment of offices within School Operations will enable a smooth transition to this expanded educational structure and provide a full suite of options for students of all ages.

Finally, the Office of Educational Equity, Access, and Diversity (OEEAD) is being realigned under School Operations by combining functional areas from different bureaus to better meet the needs of our diverse population. By combining functions under singular leadership, the OEEAD will ensure that the District is meeting compliance requirements pertaining to educational equity on the basis of race, gender, national origin, disability, and age. OEEAD will also develop and evaluate the district's efforts to improve equity in the design of educational programs and practices and the generation and allocation of resources. To do this, the OEEAD will analyze the performance and effectiveness of existing programs ensuring equity and access for all students.

- ***Transportation***

The Transportation Department is seeking to improve efficiency and effectiveness by aligning personnel with available resources and leveraging data systems to optimize fuel and maintenance services. These systems will also help the department evaluate existing routes and services, eliminating unnecessary and costly transfer of vehicles for fuel and maintenance. To do this, the department plans to explore options for restructuring and consolidation of resources to enable greater collaboration between transportation centers and increased fleet mobility.

- ***WLRN***

WLRN has been able to combine its artistic, technical, and financial resources into a highly successful and financially sustainable public media enterprise. The success of this enterprise has resulted in unprecedented growth in audience, revenue, services, and the ability to form strategic alliances that were previously out of reach.

The audience for digital media is growing exponentially and WLRN needs to become a competitor in this area. Over the past two years, the station has focused on redesigning its multimedia strategic plan and adopting the mission "News is Our Future" on all of its platforms. Now, WLRN plans to use the "disruption" that digital media has caused to traditional media as an opportunity for the station to do an even better job of serving Miami

and South Florida. Going “digital” opens up two-way communication between the audience and the station – a relationship that did not exist before.

To achieve this reality, WLRN is realigning functions to ensure financial stability and growth through the effective use of human and technical resources. Eliminating positions that have been replaced by automation and building internal teams that work creatively and independently will also help to position the station as strong and responsive in a constantly-evolving market. Finally, WLRN is taking steps to recruit and retain the best and brightest as a means to connect with the community to better identify the resources necessary to build meaningful and relevant radio and television programming.

Hiring Freeze and Reduction-In-Force

Recently, non-school site offices have been held to a hiring freeze to channel the maximum amount of available funds to schools to support the District’s primary educational mission. In order to continue to reduce expenses on non-instructional support personnel, a hiring freeze is being instituted for school-site clerical personnel. However, to mitigate this hardship and continue to support schools, all new school site clerical needs will be met through the redeployment of non-school site clerical personnel.

In addition, the creation and classification of positions, downgrades of positions, realignment of positions, and a potential reduction-in-force is also being recommended. This reduction-in-force will serve to align staffing levels with current workloads and realize efficiencies to ensure that the District is able to remain competitive in an increasingly challenging educational landscape. Furthermore, M-DCPS currently offers a limited number of elective courses which are no longer relevant and/or lack student demand. This lack of enrollment may necessitate a reduction-in-force in these areas to allow the District to maintain its focus on high-quality, relevant programs that will propel our students towards success in a 21st century global community.

The 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 may be offered other positions, as available
Confidential Exempt Personnel (CEP)	Not to exceed 5%
Managerial Exempt Personnel (MEP)	Not to exceed 10%
Dade County School Administrators’ Association (DCSAA)	Not to exceed 10%
Dade County School Maintenance Employee Committee (DCSMEC)	Not to exceed 1%; affected employees may be offered other positions, as available
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 his/her 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 to these employees. 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 June 12, 2014, 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 Strategy Officer, Office of the Superintendent, MEP, pay grade 26
 - b. Chief Procurement Officer, Office of Procurement Management, MEP, pay grade 25
 - c. Administrative Director, EEAD, Office of Educational, Equity, Access, and Diversity (EEAD), MEP, pay grade 24
 - d. Deputy Risk & Benefits Officer, Office of Risk & Benefits Management, MEP, pay grade 24
 - e. Director, Budget Management, Office of Budget Management, MEP, pay grade 21
 - f. Instructional Supervisor, Autism Services, Office of Academics & Transformation, MEP, pay grade 21
 - g. Administrative Assistant, Program Management, Office of Human Capital Management, MEP, pay grade 20
 - h. Fiscal Supervisor, Office of Risk & Benefits Management, MEP, pay grade 20
 - i. Risk & Benefits Supervisor, Office of Risk & Benefits Management, MEP, pay grade 20
 - j. Supervisor, Office of Community Engagement, MEP, pay grade 20
 - k. Supervisor, Facilities Management, Office of Facilities/Maintenance Operations, MEP, pay grade 20
 - l. Wellness Supervisor, Office of Risk & Benefits Management, MEP, pay grade 20
 - m. Coordinator, Budget Management, Office of Budget Management, MEP, pay grade 19
 - n. Coordinator, Enterprise Service Management, Office of Information Technology, MEP, pay grade 19
 - o. Contracts Compliance Specialist, Office of Economic Opportunity, MEP, pay grade 18
 - p. WLRN Executive Producer, Division of Media Programs, MEP, pay grade 18
 - q. WLRN Production Manager, Division of Media Programs, MEP, pay grade 17
 - r. WLRN Radio Program Director, Division of Media Programs, MEP, pay grade 17
3. Approve changes to the title, pay grade, and/or minimum qualifications for the following MEP positions:
 - a. Associate Superintendent, Intergovernmental Affairs and Grants Administration, Office of Intergovernmental Affairs and Grants Administration, MEP, pay grade 26

- b. Deputy Superintendent/Chief Operating Officer, Office of School Operations, MEP, pay grade 26
 - c. Administrative Director, Personnel Accountability & Performance, Office of Human Capital Management, MEP, pay grade 24
 - d. Staff Specialist, Facilities Management, Office of School Facilities, MEP, pay grade 18
4. Appoint and assign Managerial Exempt Personnel (MEP) and Dade County School Administrators' Association (DCSAA) personnel;
 5. Approve a strategic, demand-driven downgrade/reduction-in-force for collective bargaining units and employee organizations;
 6. Authorize the Superintendent to implement a re-absorption plan and separation plan to all impacted employees;
 7. Authorize the Superintendent to provide appropriate terminal pay to all impacted employees, and
 8. Authorize the Superintendent to make minor personnel adjustments to effectuate this reorganization.

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>
Moraima Almeida-Perez	K-8 Center Principal Kenwood K-8 Center	P2	Elementary Principal Marjory Stoneman Douglas Elementary School	PR
Keith A. Anderson	Middle Principal Miami Edison Middle School	P2	Middle Principal Homestead Middle School	PR
Allen N. Breeding	Elementary Principal Dante B. Fascell Elementary School	P1	Middle Principal W.R. Thomas Middle School	PR
Yamila M. Carballo	Middle Principal Cutler Bay Academy of Advanced Studies, Centennial Campus	P2	Principal, Adult Education The English Center	PR
Crystal C. Coffey	Elementary Principal Avocado Elementary School	P1	Elementary Principal Pine Lake Elementary School	PR
Tonya S. Dillard	Middle Principal North Dade Middle School	P2	Elementary Principal Nathan B. Young Elementary School	PR
Margaret D. Ferrarone	Elementary Principal Laura C. Saunders Elementary School	P1	Elementary Principal Dante B. Fascell Elementary School	PR
Barbara T. Hawkins	Principal, Adult Education Coral Gables Adult	P2	Principal, Adult Education Miami Palmetto Adult	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>
Wendy S. Hernandez	Temporary Elementary Principal Claude Pepper Elementary School	P1	Interim Elementary Principal Sunset Park Elementary School	PR
Alberto Iber	Middle Principal North Miami Middle School	P2	Senior High Principal North Miami Senior High School	PR
Patrick Lacouty	Middle Principal Charles R. Drew Middle School	P2	Middle Principal North Miami Middle School	PR
Fabrice Laguerre	Middle Principal Parkway Middle School	P2	Middle Principal North Dade Middle School	PR
Renita L. Lee	Temporary Elementary Principal Pine Villa Elementary School	PR	Interim Elementary Principal Pine Villa Elementary School	PR
Jacqua J. Little	Elementary Principal Ethel F. Beckford/Richmond Elementary School	P1	Elementary Principal Avocado Elementary School	PR
Lisa L. Pizzimenti	Middle Principal W.R. Thomas Middle School	P2	Middle Principal Campbell Drive Middle School	PR
Rodolfo Rodriguez	Elementary Principal Marjory Stoneman Douglas Elementary School	P1	K-8 Center Principal Kenwood K-8 Center	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>
Raymond J. Sands	Elementary Principal Nathan B. Young Elementary School	P1	Elementary Principal North Glade Elementary School	PR
Rachelle A. Surrancy	Middle Principal Homestead Middle School	P2	Elementary Principal Ethel F. Beckford/Richmond Elementary School	PR
Lisset Vazquez-Rios	Temporary K-8 Center Principal Bowman Ashe/Doolin K-8 Academy	P1	Interim K-8 Center Principal Bowman Ashe/Doolin K-8 Academy	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>
Michele A. Bush	Elementary Assistant Principal Coconut Palm K-8 Center	AP	Temporary Elementary Principal Dr. William A. Chapman Elementary School	PR
Judith A. Cardona – Delgado	Vice Principal Hialeah Miami-Lakes Adult	VP	Interim Principal, Adult Education Miami Beach Adult	PR
Francisco E. Garnica	Senior Assistant Principal Dr. Michael M. Krop Senior High School	AP	Interim Senior High Principal American Senior High School	PR
Kenneth L. Williams	Vice Principal Homestead Senior High School	VP	Interim K-8 Center Principal Mandarin Lakes K-8 Center	PR

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>
Madelyn Almeida	Middle Assistant Principal Citrus Grove Middle School	AP	Elementary Assistant Principal Miami Park Elementary School	AP
Kharim Armand	Middle Assistant Principal North Miami Middle School	AP	Senior Assistant Principal Miami Edison Senior High School	AP
Kenyetta L. Black	Elementary Assistant Principal Carrie P. Meek/Westview K-8 Center	AP	Senior Assistant Principal William H. Turner Technical Arts Senior High School	AP
Ericka H. Caldwell	Elementary Assistant Principal Phyllis R. Miller Elementary School	AP	Assistant Principal, Vocational Robert Morgan Educational Center	AP
Patrick A. Curtis	Middle Assistant Principal Redland Middle School	AP	Senior Assistant Principal Miami Northwestern Senior High School	AP
Forrest A. Cutler	Assistant Principal, Vocational D.A. Dorsey Educational Center	AP	Adult Assistant Principal Hialeah Miami-Lakes Adult	AP
Mayra De Leon	Elementary Assistant Principal Citrus Grove Elementary School	AP	Elementary Assistant Principal Seminole Elementary School	AP
Dorothy DePosada	Middle Assistant Principal Horace Mann Middle School	AP	Community School Assistant Principal Auburndale Elementary 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>
Lizette M. Estevez	Elementary Assistant Principal Spanish Lake Elementary School	AP	Middle Assistant Principal Henry H. Filer Middle School	AP
Ja'Shon E. Fayson	Elementary Assistant Principal Auburndale Elementary School	AP	Elementary Assistant Principal Henry M. Flagler Elementary School	AP
Harold J. Ford	Middle Assistant Principal Brownsville Middle School	AP	Community School Assistant Principal Charles R. Drew Middle School	AP
Valerie O. Gilchrist	Elementary Assistant Principal David Lawrence, Jr. K-8 Center	AP	Middle Assistant Principal Nautilus Middle School	AP
Armando J. Gutierrez	Adult Assistant Principal The English Center	AP	Adult Assistant Principal Lindsey Hopkins Technical Education Center	AP
Peter B. Gutierrez	Elementary Assistant Principal Mandarin Lakes K-8 Center	AP	Middle Assistant Principal Redland Middle School	AP
Viviana B. Lebena	Middle Assistant Principal Country Club Middle School	AP	Elementary Assistant Principal Spanish Lake Elementary School	AP
Marisol S. Lirio	Elementary Assistant Principal Rockway Elementary School	AP	Elementary Assistant Principal Ethel Koger Beckham Elementary 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>
Diana Loubeau	Elementary Assistant Principal Dr. Robert B. Ingram Elementary School	AP	Senior Assistant Principal North Miami Senior High School	AP
Julie S. Lozano	Temporary Elementary Assistant Principal Claude Pepper Elementary School	AP	Elementary Assistant Principal Claude Pepper Elementary School	AP
Ania Marti	Community School Assistant Principal Auburndale Elementary School	AP	Elementary Assistant Principal Auburndale Elementary School	AP
Tracy L. McCloud	Elementary Assistant Principal Miami Park Elementary School	AP	Middle Assistant Principal Citrus Grove Middle School	AP
Tonya Moorer	Elementary Assistant Principal Martin Luther King PLC	AP	Elementary Assistant Principal Dr. Robert B. Ingram Elementary School	AP
Sandra P. Munoz-Rose	Elementary Assistant Principal Charles R. Hadley Elementary School	AP	Elementary Assistant Principal Emerson Elementary School	AP
Philippe J. Napoleon	Senior Assistant Principal William H. Turner Technical Arts Senior High School	AP	Elementary Assistant Principal Carrie P. Meek/Westview K-8 Center	AP
Gloria L. Palma	Elementary Assistant Principal Pinecrest Elementary School	AP	Senior Assistant Principal Southwest Miami Senior High 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>
Mitzi D. Parlor	Middle Assistant Principal Nautilus Middle School	AP	Elementary Assistant Principal David Lawrence, Jr., K-8 Center	AP
Christina Perez-Bellon	Senior Assistant Principal Miami Coral Park Senior High School	AP	Elementary Assistant Principal Coral Park Elementary School	AP
Belkis Puns	Elementary Assistant Principal Seminole Elementary School	AP	Elementary Assistant Principal Citrus Grove Elementary School	AP
Gonzalo L. Raventos	Adult Assistant Principal Lindsey Hopkins Technical Education Center	AP	Adult Assistant Principal The English Center	AP
Vivian B. Rodriguez	Elementary Assistant Principal Emerson Elementary School	AP	Elementary Assistant Principal Charles R. Hadley Elementary School	AP
Manuel Ruiz	Senior Assistant Principal Miami Northwestern Senior High School	AP	Assistant Principal, Vocational D.A. Dorsey Educational Center	AP
Jean C. Saint-Phard	Community School Assistant Principal Charles R. Drew Middle School	AP	Middle Assistant Principal Brownsville Middle School	AP
Elizabeth Sanchez	Elementary Assistant Principal Coral Park Elementary School	AP	Senior Assistant Principal Miami Coral Park Senior High 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>
Desiree A. Sardo	Middle Assistant Principal Richmond Heights Middle School	AP	Elementary Assistant Principal Pinecrest Elementary School	AP
Ethel M. Selwood	Middle Assistant Principal Miami Edison Middle School	AP	Middle Assistant Principal Horace Mann Middle School	AP
Nadine M. Smith	Senior Assistant Principal Miami Edison Senior High School	AP	Middle Assistant Principal North Miami Middle School	AP
Matthew G. St. Aubin	Middle Assistant Principal Jose de Diego Middle School	AP	Elementary Assistant Principal Mandarin Lakes K-8 Center	AP
Isabel Tamayo-Oramas	Middle Assistant Principal Campbell Drive Middle School	AP	Elementary Assistant Principal Mandarin Lakes K-8 Center	AP
Kysha A. Taylor	Middle Assistant Principal Charles R. Drew Middle School	AP	Middle Assistant Principal Homestead Middle School	AP
Eduardo Tillet	Middle Assistant Principal Cutler Bay Academy of Advanced Studies, Centennial Campus	AP	Elementary Assistant Principal Dr. Edward L. Whigham Elementary School	AP
Erika M. Urbanik	Elementary Assistant Principal Biscayne Elementary School	AP	Elementary Assistant Principal Ernest R. Graham Elementary 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>
Denise Vigoa	Elementary Assistant Principal Colonial Drive Elementary School	AP	Elementary Assistant Principal Rockway Elementary School	AP
Karen D. Villalba-Belusic	Elementary Assistant Principal Ernest R. Graham Elementary School	AP	Elementary Assistant Principal Biscayne Elementary School	AP
Jacqueline L. Villazon	Middle Assistant Principal Henry H. Filer Middle School	AP	Middle Assistant Principal Country Club Middle School	AP
Jorge C. Vital	Senior Assistant Principal Miami Edison Senior High School	AP	Middle Assistant Principal Jose de Diego Middle 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>
Patricia L. Bloodworth	Elementary Principal Poinciana Park Elementary School	PR	Elementary Assistant Principal Martin Luther King PLC	AP
Rhonda L. Gaines	Curriculum Support Specialist Education Transformation Office	--	Middle Assistant Principal Carol City Middle 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>
Cassandra A. Green	Instructional Supervisor, School Operations School Operations	21	Assistant Principal, Vocational Miami Lakes Educational Center	AP
Eida Herrera	Returning to District	--	Vice Principal Hialeah Miami-Lakes Adult Center	VP
Tracie M. McCullough	Assistant Principal, Vocational Robert Morgan Educational Center	AP	Vice Principal Coral Gables Adult	VP
Karina L. Menendez	Student Activities Director TERRA Environmental Research Institute	--	Senior Assistant Principal Miami Palmetto Senior High School	AP
Noemi Serrano-Duran	Temporary Elementary Assistant Principal South Miami Heights Elementary School	AP	Elementary Assistant Principal Colonial Drive Elementary 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>
Gloria M. Arazoza	District Director, Strategic Planning Office of School Choice & Parental Options	23	Administrative Director, Labor Relations Office of Labor Relations	24
Collette N. Baglia	Coordinator III, IT Payment Processing Systems & Programming Services	43	Coordinator, Enterprise Service Management Systems & Programming Services	19

NON-SCHOOL SITE ADMINISTRATIVE ASSIGNMENTS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Dwight G. Bailey	Media Specialist, Senior High School Instructional Technology, Library, Media & Textbooks	--	Instructional Supervisor, Library/Media Services Instructional Technology, Library, Media & Textbooks	21
Richard A. Benvenuti	Instructional Supervisor, Industrial/Technology Education Instructional Technology, Library, Media & Textbooks	21	Executive Director, School Choice Instructional Technology, Library, Media & Textbooks	22
Elsa Berrios-Montijo	Administrative Assistant to Cabinet Member Office of Management & Compliance Audits	--	Staff Assistant Office of Management & Compliance Audits	16
Berny Blanco	Supervisor II, Facilities Operations Maintenance Service Center 2	44	Director, Facilities Services Maintenance Service Center 2	21
Marcus Bright	Outside Candidate	--	Administrative Assistant Office of Educational, Equity, Access, & Diversity (EEAD)	20
Jose Bueno	Senior High Principal Hialeah-Miami Lakes Senior High School	PR	Regional Administrative Director North Region Office	24
Manuel Castaneda	Director II, Data Systems Assessment, Research & Data	46	Director, Technology Solutions Assessment, Research & Data	21
Joyce M. Castro	District Director, Professional Standards Office of Professional Standards	23	Administrative Director, Professional Standards Office of Professional Standards	24

NON-SCHOOL SITE ADMINISTRATIVE ASSIGNMENTS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Josue Ceballos	Fiscal Specialist Financial Operations/Budgets	--	ERP Analyst Financial Operations/Budget	17
Carmen S. Concepcion	Teacher/Trainer Center for Professional Learning	--	Instructional Supervisor, Teacher Incentive/Retention Office of Professional Development & Evaluation	21
Steffond L. Cone	Regional Administrative Director South Region Office	24	Assistant Superintendent, School Operations School Operations	25
Gary R. Cox	Project Manager, Systems & Programs Systems & Programming Services	43	Director, Technology Solutions Systems & Programming Services	21
Christopher S. Cutrona	Curriculum Support Specialist Education Transformation Office	--	Administrative Specialist, Program Management Office of Human Capital Management	20
Luis E. Diaz	Senior High Principal American Senior High School	PR	Regional Administrative Director School Operations	24
Jose L. Dotres	Returning to the District	--	Chief of Staff Office of the Superintendent (Effective 05/27/2014)	26
Thomas C. Fisher	Executive Director, Human Resources Office of Human Capital Management	22	Administrative Director, Personnel Accountability & Performance Office of Human Capital Management	24

NON-SCHOOL SITE ADMINISTRATIVE ASSIGNMENTS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Joseph X. Flynn	Director I, Cost & Business Service Risk & Benefits Management	45	Fiscal Supervisor Office of Risk & Benefits Management	20
Jorge L. Garcia	Administrative Director, Labor Relations Office of Labor Relations	24	Assistant Superintendent, Human Capital Management Office of Labor Relations	25
Gilbert Gomez	Project Manager, Systems & Programs Systems & Programming Services	43	Director, Technology Solutions Systems & Programming Services	21
Rodolfo Gonzalez	Senior Project Manager Facilities Operations-Maintenance	45	Executive Director, Capital Construction Compliance Facilities Operations-Maintenance	22
Daisy Gonzalez-Diego	Outside Candidate	--	Chief Communications Officer Office of Public Information	25
Robert G. Gornto	Administrative Director, Instructional Support Adult/Vocational/Alternative & Community Education	24	Assistant Superintendent, School Operations School Operations	25
Shannon A. Gottardi	Middle Assistant Principal Arvida Middle School	AP	Executive Director, Curriculum Support Office of Academics & Transformation	22
Martha Z. Harris	K-8 Center Principal Dr. Henry Mack/West Little River K-8 Center	P2	Administrative Director, Instructional Support Office of Academics & Transformation	24

NON-SCHOOL SITE ADMINISTRATIVE ASSIGNMENTS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Michelle Y. Hicks-Levy	Coordinator II, Operations & Training Office of Economic Opportunity	19	Supervisor, Program Evaluation Office of Economic Opportunity	20
Keisha M. Johnson-Cabrera	Budget Supervisor Financial Operations/Budget	44	Coordinator, Budget Management Financial Operations/Budget	19
Barbara D. Jones	Returning to District	--	Director, Procurement Management & Materials Testing (Contracted Position)	21
Winifred C. Jones	Budget Supervisor Financial Operations/Budget	44	Coordinator, Budget Management Financial Operations/Budget	19
Adrienne M. Kennedy	Manager, WLRN Special Projects Division of Media Programs	41	WLRN Executive Producer Division of Media Programs (Grant Funded)	18
Michael A. Lewis	Senior High Principal North Miami Senior High School	P3	Regional Administrative Director Education Transformation Office	24
Douglas A. Lobo	Senior Assistant Principal Miami Palmetto Senior High School	AP	Instructional Supervisor, Student Services Office of Student Services	21
Carmen L. Lopez	Coordinator II, Operating Budget Intergovernmental Affairs, Grants Administration	41	Coordinator Intergovernmental Affairs, Grants Administration (Grant Funded)	19

NON-SCHOOL SITE ADMINISTRATIVE ASSIGNMENTS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Angela Lozano	Teacher/Counselor Office of Community Engagement	--	Supervisor Office of Community Engagement	20
Peter J. Maerz	Radio Programming Operations Manager Media Programs	37	WLRN Radio Program Director Division of Media Programs	17
Arlene Martinez	Director, Community Services Office of Community Engagement	45	Director, Community Outreach Office of Community Engagement	21
Iraida Mendez-Cartaya	Assistant Superintendent, Legislative Relations Office of Intergovernmental Affairs & Grants Administration (OIAGA)	25	Associate Superintendent, OIAGA Office of Intergovernmental Affairs & Grants Administration	26
Barbara A. Mendizabal	Regional Administrative Director South Region Office	24	Region Superintendent South Region Office (Succession Management)	25
Paul D. Mickey	Budget Supervisor Financial Operations/Budget	44	Coordinator, Budget Management Financial Operations/Budget	19
Deborah A. Montilla	District Director, Student Services Office of Student Services	23	Executive Director, Curriculum Support Office of Student Services	22
Cheryl Nasai	Director II, Finance Financial Operations/Budget	46	Director, Budget Management Financial Operations/Budget	21

NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Eric F. Ojeda	Executive Director, Financial Reporting Accounts Payable	22	District Director, Financial Reporting Accounts Payable	23
Dorothea P. Payton	Budget Supervisor Financial Operations/Budget	44	Coordinator, Budget Management Financial Operations/Budget	19
Ana G. Ramos	Budget Supervisor Financial Operations/Budget	44	Coordinator, Budget Management Financial Operations/Budget	19
William Richards	Television Production Manager Division of Media Programs	37	WLRN Production Manager Division of Media Programs	17
Lisette T. Rodriguez	District Supervisor, Instructional Support Office of Innovation & Accountability	21	Executive Director, Advanced Academics Office of Innovation & Accountability	22
Rosa M. Royo	Supervisor, Workers' Compensation Risk & Benefits Management	43	Risk & Benefits Supervisor Office of Risk & Benefits Management	20
Nathaly Simon	Teacher Arch Creek Elementary School	--	Staff Specialist, Facilities Management Office of School Facilities	18
Raquel O. Sotolongo	Instructional Support Specialist Office of Innovation & Accountability	20	District Supervisor, Instructional Support Office of Innovation & Accountability	21

NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Paul Smith	Supervisor I, Facilities Data Security & Technical Services	43	Executive Director, Data Security & Technical Services Data Security & Technical Services	22
Karen A. Spigler	Administrative Director, Instructional Support Language Arts/Reading	24	Executive Director, Curriculum Support (Secondary) Office of Language Arts/Reading	22
Cristina E. Tagle	Budget Supervisor Financial Operations/Budget	44	Coordinator, Budget Financial Operations/Budget	19
Melody Thelwell	Outside Candidate	--	Chief Procurement Officer Office of Procurement Management Services (Effective 06/02/2014)	25
Angie Torres	Middle Assistant Principal Miami Springs Middle School	AP	Instructional Supervisor, Autism Services Office of Academics & Transformation	21
Diane Welker	Budget Supervisor Financial Operations/Budget	44	Coordinator, Budget Management Financial Operations/Budget	19

NON-SCHOOL SITE LATERAL ADMINISTRATIVE ASSIGNMENTS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Junior Anderson	Director, Procurement Management & Materials Testing Procurement Management Services	21	Director, Community Outreach Head Start/Early Head Start Programs	21

NON-SCHOOL SITE LATERAL ADMINISTRATIVE ASSIGNMENTS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Valtena G. Brown	Chief Operating Officer School Operations	26	Deputy Superintendent/ Chief Operating Officer School Operations	26
Vanessa De La Pena	Pine Villa Elementary School (Returning from Leave)	P1	Executive Director, Curriculum Support (Elementary) Office of Language Arts/Reading	22
Diane M. Kamentz	Senior Assistant Principal Miami-Dade Online Academy	AP	District Supervisor, Instructional Support Instructional Technology, Library, Media & Textbooks	21
Alexandre S. Lopes	Instructional Supervisor, Teacher Incentive/Retention Office of Professional Development & Evaluation	21	Instructional Supervisor, Exceptional Student Education (ESE) Office of Academics & Transformation	21
Ludy Lopez	District Supervisor, Instructional Support Miami-Dade Online Academy	21	Vice Principal Miami-Dade Online Academy	VP
Judith M. Marte	Deputy Chief Financial Officer Financial Operations	26	Chief Financial Officer Financial Operations (Succession Management)	26
Joanna Martin-Warr	Supervisor, Magnet Programs Schools Choice & Parental Options	20	Supervisor, Magnet Programs (IB/Cambridge) Office of Academics & Transformation	20
Luis Martinez	Director Maintenance Service Center 2	21	Director, Facilities Services Maintenance Service Center 3	21

NON-SCHOOL SITE LATERAL ADMINISTRATIVE ASSIGNMENTS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Lourdes C. Mendez-Lopez	Administrative Assistant Capital Improvement Projects	20	Supervisor, Facilities Management Facilities/Maintenance Operations	20
Martha M. Montaner	Regional Administrative Director School Operations	24	Administrative Director, Attendance Services Federal & State Compliance Office	24
Arnold R. Montgomery	Regional Administrative Director Education Transformation Office	24	Administrative Director, Educational, Equity, Access, & Diversity (EEAD) Office of Educational, Equity, Access, & Diversity	24
Alberto Pimienta	Instructional Supervisor, Library/Media Services Instructional Technology, Library, Media & Textbooks	21	Instructional Supervisor, Industrial/Technology Education Instructional Technology, Library, Media & Textbooks	21

**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>
Maria A. Curbelo	Staff Auditor II Management & Compliance Audit	39	Audit Coordinator II Management & Compliance Audit	41

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

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
John Mills	Coordinator II, Training Maintenance Service Center 2	41	Coordinator II, Training Department of Safety	41

SALARY RANGE

	<i>MEP</i>	<i>DCSAA</i>
PR	Principal Differentiated Compensation Model	
26	\$114,945 - \$174,000	46 \$ 67,494 - \$119,351
25	\$106,245 - \$164,000	45 \$ 64,280 - \$113,662
24	\$101,335 - \$154,000	44 \$ 61,220 - \$108,255
P3	\$107,927 - \$128,927	43 \$ 58,300 - \$103,094
23	\$ 91,335 - \$144,000	42 \$ 55,532 - \$ 98,200
P2	\$ 98,852 - \$118,852	41 \$ 52,889 - \$ 93,525
22	\$ 81,666 - \$134,000	40 \$ 50,364 - \$ 89,065
P1	\$ 94,530 - \$114,530	39 \$ 47,970 - \$ 84,826
21	\$ 75,669 - \$124,000	37 \$ 43,507 - \$ 76,937
AP 12M	\$ 76,792 - \$ 96,792	
AP 10M	\$ 71,854 - \$ 91,854	
20	\$ 70,133 - \$114,000	
19	\$ 65,247 - \$ 98,000	
18	\$ 60,633 - \$ 88,000	
17	\$ 54,858 - \$ 78,000	
16	\$ 51,809 - \$ 68,000	

Principal Differentiated Compensation Model (PDCM) – refer to <http://salary.dadeschools.net>