

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

**SUBJECT:**                    **REQUEST FOR APPROVAL OF:**

- 1. **ESTABLISH AND CLASSIFY MANAGERIAL EXEMPT PERSONNEL (MEP) POSITION;**
- 2. **APPOINTMENTS AND LATERAL ASSIGNMENTS OF MANAGERIAL EXEMPT, PROFESSIONAL AND TECHNICAL PERSONNEL FOR 2014-2015**

} ADDED

**COMMITTEE:**                **SCHOOL SUPPORT ACCOUNTABILITY**

**LINK TO STRATEGIC FRAMEWORK:**            **SCHOOL/DISTRICT LEADERSHIP**

Authorization of the Board is requested to establish and classify new administrative position classification in accordance with School Board Policy 1120.01, Managerial Exempt Personnel (MEP). The administrative assignment recommendations are made in accordance with Board Policies 1120, 1130.01, 3120.01, and the Miami-Dade County Public Schools/Dade County School Administrators' Association labor contract. } ADDED

Considerations for reassignments of managerial exempt, professional and technical personnel were predicated upon an intensive review of information by appropriate administrators.

The recommended managerial exempt, professional and technical personnel appointments reflect the honoring of requests for lateral reassignments, where possible. Assignments of personnel and appointments of managerial exempt, professional and technical staff may be a result of the Board-approved advertisement and selection process, or by a direct appointment of an individual who has demonstrated the specific qualifications and background applicable to the position.

State Statutes and subsequent changes in Board policies governing Administrative/Professional and Technical Staffing require that all first year principalship appointments be "Interim" appointments.

In order to fill school-site allocations and other allocations vacated by promotion, leave, retirement, and other attritional factors, it is recommended that the following personnel assignments be authorized by the School Board. Revisions, additions and/or deletions may be made to the recommended personnel assignments, as necessary, to assure efficient school system operations, and if such modifications are made, a revised Board item will be submitted prior to the Board meeting.

Revised  
D-21

Establish and classify the following MEP position:

**Office of Management & Compliance Audits**

Audit Manager, MEP, pay grade 20

The incumbent for this position examines and evaluates the operational, financial and compliance activities of audits for overall effectiveness of internal controls; determines compliance with selected School Board policies and procedures, generally accepted accounting principles, and federal and state laws and regulations. Makes recommendations to increase efficiency and/or effectiveness of the control systems of the functions reviewed having the potential to impact operations on a district-wide scale.

ADDED

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

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Pierre R. Edouard	Senior Assistant Principal South Miami Senior High School	AP	Interim Senior High Principal Young Men's Preparatory Academy	PR
Lourdes M. Nunez	Elementary Assistant Principal John G. DuPuis Elementary School	AP	Interim Elementary Principal John G. DuPuis Elementary School	PR
Kimula D. Oce	Elementary Assistant Principal Agenoria S. Paschal/Olinda Elementary School	AP	Interim K-8 Center Principal Dr. Henry W. Mack/West Little River K-8 Center	PR
Amrita J. Prakash	Senior Assistant Principal Miami Senior High School	AP	Interim Elementary Principal Poinciana Park Elementary School	PR
Deborah G. Riera	Senior Assistant Principal Booker T. Washington Senior High School	AP	Interim Elementary Principal Biscayne Gardens Elementary School	PR
Carlos A. Salcedo	Elementary Assistant Principal Miami Lakes K-8 Center	AP	Temporary K-8 Center Principal Miami Lakes K-8 Center	PR

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**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>
Juan C. Campbell	Math Coach Mandarin Lakes K-8 Center	--	Senior Assistant Principal Miami Edison Senior High School	AP
Amy O. Christopoulos	Curriculum Support Specialist Office of Professional Development & Evaluation	--	Elementary Assistant Principal David Lawrence Jr. K-8 Center	AP
Saimara Q. Costero	Teacher Miami Lakes K-8 Center	--	Temporary Elementary Assistant Principal Mae W. Walters Elementary School	AP
Joel C. Diaz	Teacher TERRA Environmental Research Institute	--	Temporary Middle Assistant Principal Howard D. McMillan Middle School	AP
Kayla J. Edwards	Teacher Miami Central Senior High School	--	Middle Assistant Principal North Dade Middle School	AP
Natalie J. Garcia	Teacher Blue Lakes Elementary School	--	Temporary Elementary Assistant Principal South Miami Heights Elementary School	AP
Angella J. Gibson Carvalho	Math Coach Florida City Elementary School	--	Elementary Assistant Principal Air Base K-8 Center	AP

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**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>
Darlene Gonzalez	Curriculum Support Specialist Education Transformation Office	--	Temporary Elementary Assistant Principal Ethel F. Beckford/Richmond Elementary School	AP
Anjanette Hallman	Reading Coach Comstock Elementary School	--	Elementary Assistant Principal Agenoria S. Paschal/Olinda Elementary School	AP
Sami M. Hamdan	Teacher Jorge Mas Canosa Middle School	--	Senior Assistant Principal Medical Academy for Science & Technology MAST@Homestead	AP
Amaris Leal	Reading Coach Miami Senior High School	--	Senior Assistant Principal Miami Senior High School	AP
Vernatta E. Lee	Curriculum Support Specialist Education Transformation Office	--	Senior Assistant Principal Miami Edison Senior High School	AP
Catherine Lopez	Reading Coach Jose de Diego Middle School	--	Middle Assistant Principal Homestead Middle School	AP
Niurka R. Martinez-Madrigal	Teacher James H. Bright/J.W. Johnson Elementary School	--	Temporary Elementary Assistant Principal Miami Lakes K-8 Center	AP

ADDED

**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>
Phil A. Mato	Reading Coach Miami Springs Elementary School	--	Elementary Assistant Principal Eugenia B. Thomas K-8 Center	AP
Benigna C. Montenegro	Returning to the District	--	Senior Assistant Principal Booker T. Washington Senior High School	AP
Marina Montesino	Senior Assistant Principal North Miami Beach Senior High School	AP	Vice Principal North Miami Beach Senior High School	VP
Malcolm E. Nicholas	Teacher Miami Senior High School	--	Senior Assistant Principal South Miami Senior High School	AP
Madelyn N. Rodriguez	Teacher Felix Varela Senior High School	--	Middle Assistant Principal Riviera Middle School	AP
Rita J. Rodriguez	Counselor Ernest R. Graham K-8 Center	--	Elementary Assistant Principal Ernest R. Graham K-8 Center	AP
Griselda M. Stanfield	Teacher Kenwood K-8 Center	--	Elementary Assistant Principal E.W.F. Stirrup Elementary School	AP

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**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>
Krisdhal Ugarte-Torre	Counselor Eugenia B. Thomas K-8 Center	--	Elementary Assistant Principal Shenandoah Elementary School	AP
Amie M. Varona-Perez	Teacher Norma Butler Bossard Elementary School	--	Elementary Assistant Principal Miami Heights Elementary School	AP
Selena Volcy	Teacher North Miami Beach Senior High School	--	Senior Assistant Principal North Miami Beach Senior High School	AP
Dillon Williams	Outside Candidate	--	Senior Assistant Principal Miami Central Senior High School	AP

ADDED

**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>
Angeles Fleites	K-8 Center Principal Mandarin Lakes K-8 Center	P2	Elementary Principal Kensington Park Elementary School	PR
Maria L. Lacavalla	Elementary Principal Biscayne Gardens Elementary School	P1	Elementary Principal Lorah Park Elementary School	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>
Heather D. Tyler	Elementary Principal Lorah Park Elementary School	P1	Elementary Principal Fairlawn Elementary School	PR

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

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Kharim Armand	Senior Assistant Principal Miami Edison Senior High School	AP	Senior Assistant Principal North Miami Senior High School	AP

Idalis Betancourt	Temporary Elementary Assistant Principal Mae M. Walters Elementary School	AP	Elementary Assistant Principal John G. DuPuis Elementary School	AP
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Larhonda M. Donaldson	Middle Assistant Principal Jorge Mas Canosa Middle School	AP	Middle Assistant Principal North Miami Middle School	AP
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Modesto L. Gutierrez	Elementary Assistant Principal David Lawrence Jr. K-8 Center	AP	Middle Assistant Principal Cutler Bay Academy of Advanced Studies, Cutler Ridge Campus	AP
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Elvira C. Ruiz	Senior Assistant Principal North Miami Beach Senior High School	AP	Senior Assistant Principal North Miami Senior High School	AP
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**SCHOOL SITE LATERAL ADMINISTRATIVE ASSIGNMENTS**  
**ASSISTANT PRINCIPALS**

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>	
Ora R. Whitehead	Senior Assistant Principal North Miami Senior High School	AP	Middle Assistant Principal Jorge Mas Canosa Middle School	AP	} ADDED

**NON-SCHOOL SITE ADMINISTRATIVE ASSIGNMENTS**

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>	
Amelia P. Leth	Elementary Principal Fairlawn Elementary School	P1	Region Administrative Director Central Region Office	24	} ADDED
Mercy Abadie Lux	Elementary Assistant Principal Ernest R. Graham K-8 Center	AP	District Supervisor, Bilingual Division of Bilingual Education & World Languages	21	
Leonard J. Ruan	Senior High Principal Young Men's Preparatory Academy	P3	Region Administrative Director South Region Office	24	

**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>
James Haj	Region Administrative Director Central Region Office	24	Region Administrative Director South Region Office	24

**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>
Pamela L. Davis	Treasurer Booker T. Washington Senior High School	--	Staff Auditor II Office of Management & Compliance Audits	39
Marable A. Gabriel	Coordinator III, Transportation Operations Northwest Transportation Center	42	Director I, Regional Transportation Center (Temporary) Northwest Transportation Center	45

ADDED

**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>
Alfredo Roche	Director I, Regional Transportation Center Northwest Transportation Center	45	Director I, Regional Transportation Center Southwest Transportation Center	45

**RECOMMENDED:** That effective August 7, 2014, or as soon thereafter as can be facilitated, The School Board of Miami-Dade County, Florida:

1. Establish and classify the following MEP position:
  - a. Audit Manager, Office of Management & Compliance Audits, MEP, pay grade 20
2. Approve the recommendations as set forth above for appointments and lateral transfers to be effective August 7, 2014, or as soon thereafter as can be facilitated, with the exception of the effective dates as noted throughout the item.

ADDED

<b>SALARY RANGE</b>				
	<b>MEP</b>			<b>DCSAA</b>
PR	Principal Differentiated Compensation Model (PDCM)	45	\$	64,280 - \$113,662
24	\$101,335 - \$154,000	42	\$	55,532 - \$ 98,200
P1	\$ 94,530 - \$114,530	39	\$	47,970 - \$ 84,826
VP	\$ 78,902 - \$100,658			
AP	\$ 71,854 - \$ 91,854			

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