

Office of Superintendent of Schools  
Board Meeting of March 18, 2015

March 17, 2015

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

**SUBJECT: APPOINTMENTS AND LATERAL ASSIGNMENTS OF  
MANAGERIAL EXEMPT, PROFESSIONAL AND TECHNICAL  
PERSONNEL FOR 2014-2015**

**COMMITTEE: PERSONNEL SERVICES AND STUDENT AND SCHOOL  
SUPPORT**

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

The administrative assignment recommendations are made in accordance with Board Policies 1120, 1130.01, 3120.01, and the Miami-Dade County Public Schools/Dade County School Administrators' Association labor contract.

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

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

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

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Jesus Gonzalez	Middle Assistant Principal Zelda Glazer Middle School	AP	Interim Middle Principal Palmetto Middle School (Effective 03/03/2015)	PR

ADDED

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

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Sherronni M. Brady	Teacher South Dade Senior High School	--	Senior Assistant Principal TERRA Environmental Research Institute	AP
Madelin Garcia	Reading Coach Laura C. Saunders Elementary School	--	Temporary Elementary Assistant Principal Laura C. Saunders Elementary School	AP
Angel J. Silva	Teacher Felix Varela Senior High School	--	Middle Assistant Principal Bowman Ashe/Doolin K-8 Academy	AP
Elizabeth A. Willkom	Teacher Biscayne Elementary School	--	Temporary Elementary Assistant Principal Fulford Elementary School (Effective 03/02/2015)	AP

ADDED

**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>
Patricio Suarez	Middle Assistant Principal Bowman Ashe/Doolin K-8 Academy	AP	Middle Assistant Principal Zelda Glazer 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>
Pedro Arteaga	District Supervisor, Title I NCLB Parent Choice	21	Executive Director, Title I NCLB Parent Choice (Grant Funded)	22
Sasha Lopez	Curriculum Support Specialist Education Transformation Office	--	District Supervisor, Instructional Support Education Transformation Office (Grant Funded)	21
Vanessa Lopez	Marketing Coordinator Office of Public Information	42	Marketing Supervisor Office of Public Information	19
Eva M. Rigueira	District Supervisor, Grants Administration Office of Intergovernmental Affairs, Grants Administration	45	Director, Intergovernmental Affairs & Grants Administration Office of Intergovernmental Affairs, Grants Administration (Effective 02/27/2015)	21

} 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>
Shaina A. Rodriguez	ERP Analyst Office of General Accounting	17	Staff Specialist Office of the Controller	18
Brenda L. Wilder	Nurse Educator William H. Turner Technical Arts Senior High School	--	Instructional Supervisor, Health Science Education Career & Technical Education	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>
Jimmy Abraham	Outside Candidate	--	Visual Media Manager Office of Public Information	32
Ruben Gomez	Outside Candidate	--	Digital Communications Specialist Office of Public Information	32
Patricia Tumelty	Staff Auditor II Office of Management & Compliance Audits	39	Senior Auditor (Temporary) Office of Management & Compliance Audits	40

ADDED

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida, approve the recommendations as set forth above for appointments and lateral transfers to be effective March 19, 2015, or as soon thereafter as can be facilitated, with the exception of the effective dates as noted throughout the item.

**SALARY RANGE**

<i>MEP</i>		<i>DCSAA</i>	
PR	Principal Differentiated Compensation Model (PDCM)	45	\$ 64,280 - \$113,662
22	\$ 81,666 - \$134,000	42	\$ 55,532 - \$ 98,200
21	\$ 75,669 - \$124,000	40	\$ 50,364 - \$ 89,065
AP	\$ 71,854 - \$ 91,854	39	\$ 47,970 - \$ 84,826
19	\$ 65,247 - \$ 98,000	32	\$ 34,097 - \$ 60,300
18	\$ 60,633 - \$ 88,000		
17	\$ 54,858 - \$ 78,000		

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

The first part of the report is devoted to a general discussion of the problem and to a review of the literature. The second part is devoted to a description of the experimental work and to a discussion of the results. The third part is devoted to a discussion of the theoretical aspects of the problem and to a comparison of the experimental results with the theoretical predictions.

CONTENTS

CONTENTS	
1. Introduction	1
2. Experimental Work	10
3. Theoretical Aspects	25
4. Discussion	45
5. Conclusions	60
6. References	70
7. Appendix	80
8. Index	90