

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

**SUBJECT: REQUEST FOR APPROVAL OF SUPERINTENDENT'S
REALIGNMENT, RESTRUCTURING, AND REORGANIZATION**

1. APPROVE THE PROPOSED REORGANIZATION AND RESTRUCTURING OF SELECT DISTRICT OFFICES
2. APPROVE THE CLASSIFICATION AND/OR ESTABLISHMENT OF SELECT MANAGERIAL EXEMPT PERSONNEL (MEP) AND DADE COUNTY SCHOOL ADMINISTRATORS' ASSOCIATION (DCSAA) POSITIONS
3. APPROVE CHANGES TO THE TITLE, PAY GRADE, AND/OR MINIMUM QUALIFICATIONS FOR SELECT MEP AND DCSAA POSITIONS
4. APPOINT, ASSIGN, AND/OR RECLASSIFY MEP AND DCSAA PERSONNEL, AND
5. AUTHORIZE THE SUPERINTENDENT TO MAKE MINOR PERSONNEL ADJUSTMENTS TO EFFECTUATE THIS REORGANIZATION

**LINK TO STRATEGIC
BLUEPRINT: EFFECTIVE AND SUSTAINABLE BUSINESS PRACTICES**

Authorization of the Board is requested to approve the Superintendent's realignment, restructuring, and reorganization. In accordance with Florida Statute Sections 1001.49 and 1012.27; School Board Policies 1120, 1120.01, 1121, 1130.01, and 4120.01; and the District's collective bargaining agreements, it is within the Superintendent's authority to recommend to the Board for approval, a realignment, restructuring, and reorganization within the District.

In the summer of 2015, the School Board of Miami-Dade County, Florida initiated collaboration with its staff and various stakeholders to develop Vision 20/20 – the District's 5-year Strategic Blueprint. Building upon the numerous successes of the preceding seven years, Vision 20/20 positions Miami-Dade County Public Schools (M-DCPS) to realize its ultimate vision of providing a world class education for every student by directly linking key bureau and department functions to a singular goal: student achievement.

**Revised
SP-1**

Within the initial year of the Blueprint's implementation, significant milestones outlined in the plan have already been accomplished as follows:

- A record 78.1% graduation rate that exceeds the state average;
- School Board creation, and eventual Florida Legislature approval of a Biliteracy Seal recognizing students who study and master World Languages;
- The receipt of a record 37 National Magnet Merit Awards, outperforming all other school districts for a fifth consecutive year;
- The distribution of 43,000 additional digital devices to students, bringing the total number to 104,000 since the initial launch of the Digital Convergence initiative;
- Increased engagement with parents and the Miami-Dade community at large through the development and deployment of the M-DCPS mobile application;
- The receipt of the Certificate of Achievement for Excellence in Financial Reporting by the Government Finance Officers Association of the U.S. & Canada for the thirty-first consecutive year;
- The completion of 75 General Obligation Bond projects, with \$132.2M of community funds spent directly on capital and technology needs to directly benefit students;
- Certification of 145 Small & Micro Businesses to conduct business with M-DCPS, including 137 Minority/Women Business Enterprises.

To maintain its status as a premier urban education system, M-DCPS must continually assess its operations and capitalize on the strengths of its workforce to meet the challenges brought by shifting demands within the educational landscape and labor markets. To that end, several District Bureaus/Departments are realigning personnel functions and streamlining business practices to maximize efficiencies and eliminate redundancies while preserving an exceptional customer service experience for students and stakeholders.

This Board item proposes personnel actions that will yield a savings of approximately 4 million dollars. In addition to \$1,500,000 in direct salary and benefit reductions, the administration will adjust salary lapse as a result of the proposed realignment in the amount of \$365,000 and reduce the Central Office budget for sick leave and vacation accrual payouts in the amount of \$2,200,000.

Realignment and Restructuring

The proposed restructuring will better align District operations with the goals outlined in its Strategic Blueprint and improve the overall organization by:

- Adjusting staffing levels and reporting lines to ensure alignment with current workloads and Bureau/Department priorities;
- Adjusting the timeline for school site administrators' assignments. Principals and assistant principals will be assigned to their new schools in early July. This will provide for a smoother transition in planning for the upcoming academic year as well as increased continuity at school sites.

The following Bureau/District offices will be impacted as part of this realignment:

Academics and Transformation

Early Childhood, Special Education, and Title I Programs

As M-DCPS strives to provide equitable access to quality instructional programs for an increasingly racially/ethnically and socioeconomically diverse population, it must partner directly with parents and advocates to ensure all stakeholders are well-informed of students' educational rights. To achieve this goal, the District will create a Family Liaison Officer position. Reporting directly to the Assistant Superintendent of Early Childhood, Special Education, and Title I Programs, the Family Liaison Officer is charged with monitoring the implementation of Federal, State, and School Board policies and regulations impacting ESE, ELL, and at-risk students. More specifically, he/she will serve as a direct liaison to parents and students of these sub-groups, supporting them in the interpretation of the various policies pertinent to their access to programs, services, and due process. In addition, he/she will oversee a new initiative that will provide parents the opportunity to support one another through such advocacy. The creation of this position will ensure the continued engagement and empowerment of M-DCPS' students and parents while simultaneously increasing the timeliness, transparency, and equity of decisions that directly impact students.

Information Technology Services

Information Technology Services (ITS) is responsible for supporting student achievement by deploying and managing efficient technology solutions for both students and staff of M-DCPS. From developing tools to monitor academic performance and progress to graduation to ensuring proper integration of external products like ASPEN, SAP, and TeacherMatch with existing M-DCPS systems, each of ITS's functions directly impact nearly every facet of the District's operations.

To ensure that ITS is equipped with adequate resources to provide continuous support for the District's ever-evolving technology needs, the Department is being realigned to facilitate the retention of current employees with a wealth of institutional knowledge and technical expertise. These individuals have enabled M-DCPS to successfully transition between technology platforms in the past and will prove indispensable in the future. In addition, ITS's realignment will allow M-DCPS to establish itself as a competitive employer for individuals whose skills are currently in high demand within both the public and private sectors. The hiring of such individuals will enable ITS to provide additional user training and development to staff across M-DCPS, ensuring everyone is truly maximizing the use of the technology available to them.

Lastly, the proposed realignment to ITS will increase capacity within the department to adequately support the development and maintenance of the District's industrial-sized

network, an endeavor that will support 40 gigabits throughput of data to seamlessly connect the District's approximately 500 work locations. As a result of this endeavor, coupled with staff enhancements in the Office of Instructional Technology, students and staff will have increased access to online educational platforms and applications to support core instruction as well as differentiated intervention and enrichment opportunities.

Communications

As outlined in Vision 20/20, the Office of Communications will continue to expand M-DCPS' media presence, particularly through social media. During the 2015-2016 academic year, this expansion included 6,500 new Twitter followers, over 6,300 new Facebook followers, and over 4,200 Instagram followers. Strategic communication efforts have also benefitted over 300 schools as they each engage with the community through social media, effectively marketing their vast and unique academic and co-curricular offerings.

To maintain momentum and eliminate operational redundancies, the Office of Communications will realign several of its functions under an Executive Director for External Communications. This individual will be charged with disseminating information that highlights M-DCPS' programs, initiatives, and achievements to all stakeholders. Through targeted messaging, integrated marketing strategies that leverage social media, and public relations activities, the District will continue to inform and engage all members of the community. In addition, the Executive Director for External Communications will play a pivotal role in increasing awareness of opportunities for Minority and Women-owned Business Enterprises (MWBE) and Small Business Enterprises (SBE) to conduct business with the District.

Financial Services

Office of Procurement Management Services

As M-DCPS seeks to continuously improve its business practices and focus on engaging a variety of business owners in the community, the Office of Procurement Management Services will be realigned to incorporate an additional functional area. This functional area is being established to directly manage and monitor contracts with District vendors, thereby ensuring the promotion of equity in the District's procurement of all business services. As a result of this realignment, an additional District Director position is being added to the Department to directly manage these functions and provide support with the recently upgraded Supplier Relationship Management (SRM) system.

Federal and State Compliance Office

To streamline reporting lines within Financial Services and ensure adequate oversight and support of functions associated with all aspects of compliance, the Federal and State Compliance Office will be realigned under the District Compliance Officer. This new position, a direct report of the Chief Financial Officer, will provide leadership and direction for the development, implementation, and evaluation of numerous compliance and regulatory functions across multiple offices within M-DCPS, including contract, operational, and reporting compliance.

Human Capital Management

As described in Vision 20/20, the Office of Human Capital Management is committed to recruiting and hiring the most qualified staff, developing them deliberately, and retaining them strategically.

Due to dramatic changes in the Florida Retirement System (FRS) over the past decade, M-DCPS seeks to shift operations in Human Capital Management to focus on the recruitment and induction of new teachers. The District will expand recruitment efforts to ensure hiring of the most effective teachers, leaders, and staff members. These efforts will include enhanced and proactive outreach to applicants, targeted recruitment to STEM majors as well as teachers with the skills to teach bilingual courses, and an increase in the number of partnerships with colleges and universities. Accomplishing these goals necessitates the hiring of additional staff to support enhanced recruitment efforts. To address this need, all instructional recruitment efforts will be managed by a team, led by a Director of Recruitment.

In addition to an increased focus on recruitment of highly-qualified staff, personnel functions in the area of Professional Development and Evaluation will shift as the number of new teachers hired by M-DCPS will continue to increase as a direct result of attrition due to retirement. As a result, an Executive Director, New Teacher Support position will be created to successfully manage the programmatic design and implementation of all initiatives aimed at providing new and early career teachers with the knowledge and skills needed to effectively transition into the teaching profession.

With a workforce exceeding 40,000 employees, it is imperative that M-DCPS employees have meaningful opportunities to fully understand their employment contracts and associated benefits, particularly in the areas of Unemployment Compensation, Leave, and Retirement. As the District strives to achieve an unparalleled level of superior customer service for its employees, additional responsibilities will be assigned to the Office of Leave, Retirement, and Unemployment Compensation requiring the position of District Director, Leave, Retirement, and Unemployment Compensation to be created. In addition to an increased focus on providing a customer service approach, this Office will continue to play a vital role in ensuring that retirees remain connected to M-DCPS and leverage the District as a conduit for their continued professional growth.

School Operations

Charter School Support

Due to its adoption of the *Florida Principles & Standards for Quality Charter School Authorizing* and a needs assessment conducted by the National Association of Charter School Authorizers (NACSA), the Office of Charter School Support aims to realign its organizational structure to better reflect industry standards and promote greater equity of school choice options within M-DCPS.

The proposed realignment would establish two functional units within the Office, which would be appropriately renamed Charter School Compliance and Support. The first functional unit, focused on Accountability and Technical Assistance, will be directly managed by the current District Director. The second functional unit, focused on Portfolio Management, will be directly managed by a newly established District Director position. To delineate clear reporting lines within the Department, several job titles will be updated to reflect the respective functional areas as well.

Through this realignment, the Office of Charter School Compliance and Support will be better positioned to recruit diverse talent by seeking candidates with more analytical expertise and strategic/entrepreneurial experience and skills. In addition, the Office will have the increased flexibility to differentiate charter schools' autonomy and District-monitoring processes through the development of transparent performance and financial expectations that supersede the minimum criteria established by the State. Such a shift in the Office's current operations would also streamline the renewal application and charter school termination/closure processes.

Food and Nutrition

With the imminent automation of food ordering, receiving, and inventory functions via a software package upgrade, the Department of Food and Nutrition will shift several manual processes to a fully electronic and integrated system, providing for increased efficiency and a significant reduction in compliance errors. The implementation of this software represents sizeable financial savings in workforce expenditures as well as reduced waste, ultimately enhancing the quality and variety of food service provided to students.] Revised

As a result of this software deployment, responsibilities within the department will shift to supervisory roles centered on detailed compliance and monitoring activities. In addition, successful implementation of the new software will require food service employees to acquire skills that extend beyond basic reporting; employees must develop a thorough understanding of key data metrics and demonstrate an ability to make thoughtful data-driven decisions to ensure there is parity in food quality across the District. Due to this significant shift in job functions, several positions within the department will be reclassified accordingly.] Revised

School Police

Over the past several years, the Miami-Dade Schools Police Department (M-DSPD) has sought to increase the number of preventive measures it employs to combat incidences that endanger students' safety. These measures include the acquisition of grant funds that enable school sites to educate and empower students on issues related to their overall safety and well-being.

In addition, safeguarding students in our current age has shifted from solely managing the physical environment and must now include measures to protect students in technological spaces as well. As the use of social media becomes increasingly relevant in school crime prevention, M-DSPD has revised its strategies for collecting and consolidating information, including data from publicly available sources, such as Twitter, Facebook, YouTube, and Instagram, and will realign functions within the Bureau to ensure dissemination of such information to appropriate school site personnel.

Along with realigned functions within the Bureau, select personnel will assume additional responsibilities to manage the Bureau's numerous integrated technology systems, including a security camera system, the emergency operation center at the School Police Headquarters facility, and the phased deployment of a District-wide visitor access system.

RECOMMENDED: That effective July 7, 2016, 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 Managerial Exempt Personnel (MEP) and Dade County School Administrators' Association (DCSAA) positions:
 - a. District Compliance Officer, MEP, pay grade 25
 - b. District Director, Charter Schools, MEP, pay grade 23
 - c. Family Liaison Officer, MEP, pay grade 23
 - d. Executive Director, Charter Schools, MEP, pay grade 22
 - e. Executive Director, External Communications, MEP, pay grade 22
 - f. District Supervisor, Charter Schools, MEP, pay grade 21
 - g. Fiscal Supervisor-Charter Schools, MEP, pay grade 20
 - h. Supervisor, Centralized School Bus Routing, MEP, pay grade 20
 - i. Supervisor, Civilian Investigative Unit (CIU), MEP, pay grade 19
 - j. Audit Coordinator II, DCSAA, pay grade 42
 - k. Property Auditor Manager, DCSAA, pay grade 35
 - l. FTE Staff Auditor, DCSAA, pay grade 35
 - m. FTE Support Specialist, DCSAA, pay grade 33
 - n. Property Audit Specialist, DCSAA, pay grade 33
 - o. Video Editor/Videographer, DCSAA, pay grade 33
3. Approve changes to the title, pay grade, and/or minimum qualifications for the following MEP and DCSAA positions:
 - a. Assistant Superintendent, Charter Schools, MEP pay grade 25 to Assistant Superintendent, Compliance & Support, MEP, pay grade 25
 - b. Chief of Staff, MEP, pay grade 26 to Chief of Staff, MEP, pay grade 25
 - c. Administrative Director, Facilities Operations & Legislative Support, MEP, pay grade 24 to Administrative Director, Facilities Operations & Legislative Support-Charter Schools, MEP, pay grade 24
 - d. Deputy Risk & Benefits Officer, MEP, pay grade 24 to Administrative Director, Risk & Benefits, MEP, pay grade 24
 - e. Executive Director, Retirement/Leave, MEP, pay grade 22 to District Director, Retirement/Leave, MEP, pay grade 23
 - f. Executive Director, Civilian Investigative Unit, MEP, pay grade 22

- g. Executive Director, Data Security & Technical Services, MEP Pay grade 22 to District Director, Data Security & Technical Services, MEP Pay grade 23
 - h. Director, M/WBE & Related Services, MEP, pay grade 21, to Director, Contract Compliance, MEP pay grade 21
 - i. Supervisor, Police Support Operations, MEP, pay grade 20 to Director, Police Support Operations, MEP, pay grade 21
 - j. Supervisor, Vocational Fiscal Services, MEP, pay grade 19 to Supervisor, Vocational Fiscal Services, MEP, pay grade 20
 - k. Supervisor, Asbestos Abatement, DCSAA pay grade 43 to Coordinator III, Environmental Remediation, DCSAA, pay grade 40
4. Appoint, assign, and/or reclassify MEP and DCSAA personnel; and
5. Authorize the Superintendent to make personnel adjustments to effectuate this reorganization.

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Jason Allen	Senior Assistant Principal American Senior High School	AP	Interim Elementary Principal Golden Glades Elementary School	PR
Kharim Armand	Vice Principal North Miami Senior High School	VP	Interim Middle Principal North Dade Middle School	PR
Elianeys Basulto	Elementary Assistant Principal Dr. William A. Chapman Elementary School	AP	Temporary Elementary Principal Pine Villa Elementary School	PR
Nicole Berge-Macinnnes	Senior Assistant Principal Coral Reef Senior High School	AP	Interim Exceptional Education Principal Ruth Owens Kruse Educational Center	PR
John A. Galardi	Vice Principal Miami Southridge Senior High School	VP	Interim Middle Principal South Dade Grades 4-8 Middle School	PR
Valerie Gilchrist	Middle Assistant Principal Nautilus Middle School	AP	Interim Principal, Alternative Education COPE Center North	PR
Barbara M. Martin	Elementary Assistant Principal Ada Merritt K-8 Center	AP	Interim K-8 Center Principal Coral Way K-8 Center	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>
Daniel Mateo	Senior Assistant Principal BioTech@Richmond Heights 9-12 Senior High School	AP	Interim Senior Principal BioTech@Richmond Heights 9-12 Senior High School	PR
Philippe J. Napolean	Elementary Assistant Principal Carrie P. Meek/Westview K-8 Center	AP	Interim Middle Principal Madison Middle School	PR
Jackson J. Nicolas	Elementary Assistant Principal Charles R. Drew K-8 Center	AP	Interim Elementary Principal Earlington Heights Elementary School	PR
Christina M. Ravelo	Elementary Assistant Principal Palm Springs North Elementary School	AP	Interim Elementary Principal Norland Elementary School	PR
Jennifer D. Savigne	Elementary Assistant Principal Comstock Elementary School	AP	Interim Elementary Principal Agenoria S. Paschal/Olinda Elementary School	PR

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
VICE/ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Christina D. Covelli	Curriculum Support Specialist Education Transformation Office	--	Elementary Assistant Principal Liberty City Elementary School	AP
John Crary	District Supervisor, Instructional Support Education Transformation Office	21	Temporary Senior Assistant Principal South Dade Senior High School	AP
Juan Carlos DeArmas	Senior Assistant Principal South Dade Senior High School	AP	Vice Principal (Acting Senior Principal) South Dade Senior High School	VP
Desiree A. Diaz	Elementary Assistant Principal Pinecrest Elementary School	AP	Adult Assistant Principal Miami Springs Adult	AP
Tammy Edouard	K-8 Center Principal West Homestead K-8 Center	PR	Adult Assistant Principal South Dade Technical College (Career re-direction at the request of the incumbent)	AP
Nicholas Emmanuel	Middle Assistant Principal John F. Kennedy Middle School	AP	Vice Principal William H. Turner Tech Adult Education	VP

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>
Lakevia D. Ford-White	Reading Coach Charles R. Drew K-8 Center	--	Elementary Assistant Principal Holmes Elementary School	AP
Launa K. Fuller	Curriculum Support Specialist Education Transformation Office	--	Elementary Assistant Principal Charles R. Drew K-8 Center	AP
Ursala J. Garbutt	Senior Assistant Principal North Miami Senior High School	AP	Vice Principal North Miami Senior High School	VP
Alex Gonzalez	Teacher Westland Hialeah Senior High School	--	Senior Assistant Principal American Senior High School	AP
Starsheema Greene	Curriculum Support Specialist Education Transformation Office	--	Middle Assistant Principal Georgia Jones-Ayers Middle School	AP
Gino S. Kennedy	Teacher Ruben Dario Middle School	--	Senior Assistant Principal Miami Springs Senior High 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>
Maria L. Mayo	Vice Principal South Dade Senior High School	VP	Elementary Assistant Principal Pinecrest Elementary School (Career re-direction at the request of the incumbent)	AP
Corey R. Morris	Reading Coach Miami Northwestern Senior High School	--	Senior Assistant Principal Miami Northwestern Senior High School	AP
Derrick Moore	Returning to the District	--	Elementary Assistant Principal Dr. Rolando Espinosa K-8 Center	AP
Llennery Pena	Teacher Palm Springs North Elementary School	--	Elementary Assistant Principal Palm Springs North Elementary School	AP
Juan C. Ramirez	Teacher Hialeah-Miami Lakes Senior High School	--	Senior Assistant Principal Hialeah-Miami Lakes Senior High School	AP
Lydia E. Sabatier	Teacher Southside Elementary School	--	Elementary Assistant Principal Ada Merritt K-8 Center	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>
Katrisha Smith	Teacher Carrie P. Meek/Westview K-8 Center	--	Adult Assistant Principal Miami Springs Adult Education Center	AP
Pam A. Taylor	Teacher Miami Beach Senior High School	--	Senior Assistant Principal Miami Beach Senior High School	AP
Ollie B. Wheeler	Curriculum Support Specialist Education Transformation Office	--	Elementary Assistant Principal Hibiscus Elementary School	AP

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>
Tiffany D. Anderson	Interim K-8 Center Principal Gateway Environmental K-8 Learning Center	PR	K-8 Center Principal Gateway Environmental K-8 Learning Center	PR
Mayra Barreira	Elementary Principal Rockway Elementary School	PR	Elementary Principal Silver Bluff Elementary School	PR
Daryl Branton	Interim Senior Principal North Miami Senior High School	PR	Senior Principal North Miami Senior High 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>
Mayra DeLeon	Interim Elementary Principal Seminole Elementary School	PR	Elementary Principal Seminole Elementary School	PR
Victoria G. Dobbs	Interim Senior Principal Miami Palmetto Senior High School	PR	Senior Principal Miami Palmetto Senior High School	PR
Larhonda M. Donaldson	Temporary Middle Principal Richmond Heights Middle School	PR	Interim Middle Principal Richmond Heights Middle School	PR
Mayte M. Dovale	K-8 Center Principal Coral Way K-8 Center	PR	Elementary Principal Gloria Floyd Elementary School	PR
Bernard O. Edwards	Temporary Middle Principal Georgia Jones-Ayers Middle School	PR	Middle Principal Georgia Jones-Ayers Middle School	PR
Uwezo B. Frazier	Middle Principal Madison Middle School	PR	Senior Principal William H. Turner Technical Arts High School	PR
Mary A. Gil-Alonso	K-8 Center Principal Benjamin Franklin K-8 Center	PR	Elementary Principal Kendale 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>
Adam L. Kosnitzky	Elementary Principal Norland Elementary School	PR	K-8 Center Principal Norman S. Edelcup/Sunny Isles Beach K-8 Center	PR
Fabrice Laguerre	Middle Principal North Dade Middle School	PR	K-8 Center Principal Benjamin Franklin K-8 Center	PR
Renita L. Lee	Elementary Principal Pine Villa Elementary School	PR	Elementary Principal Miami Heights Elementary School	PR
Maria Mason	Elementary Principal Silver Bluff Elementary School	PR	Elementary Principal Flagami Elementary School	PR
Maria Medina	Middle Principal South Dade Middle School	PR	Middle Principal Carol City Middle School	PR
Carla D. Rivas	Interim Elementary Principal Dr. Henry E. Perrine Academy of the Arts	PR	Elementary Principal Dr. Henry E. Perrine Academy of the Arts	PR
Jose Sirven	Senior Principal BioTech @Richmond Heights 9-12 Senior High School	PR	Senior Principal TERRA Environmental Research Institute	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>
Linette Tellez	Elementary Principal Earlington Heights Elementary School	PR	Elementary Principal South Hialeah Elementary School	PR
Denise Vigoa	Interim Elementary Principal South Hialeah Elementary School	PR	Elementary Principal Rockway 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>
Gelsys M. Alvarez	Temporary Elementary Assistant Principal Bel-Aire Elementary School	AP	Temporary Elementary Assistant Principal Dr. William A. Chapman Elementary School	AP
Paul M. Clermont	Senior Assistant Principal Miami Northwestern Senior High School	AP	Elementary Assistant Principal Carrie P. Meek/Westview K-8 Center	AP
Kathiria Diaz	Temporary Elementary Assistant Principal Gateway K-8 Environmental Learning Center	AP	Elementary Assistant Principal Gateway K-8 Environmental Learning Center	AP

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>
Alyssa Eskin-Rosenblatt	Elementary Assistant Principal Aventura Waterways K-8 Center	AP	Middle Assistant Principal Nautilus Middle School	AP
Laura Ferreira de Vesga	Adult Assistant Principal South Dade Technical College	AP	Adult Assistant Principal Miami Jackson Adult Center	AP
Maria E. Gancedo-Guzman	Elementary Assistant Principal Lorah Park Elementary School	AP	Elementary Assistant Principal Comstock Elementary School	AP
Melissa G. Garcia	Senior Assistant Principal Miami Sunset Senior High School	AP	Senior Assistant Principal South Dade Senior High School	AP
Natalie J. Garcia	Temporary Elementary Assistant Principal South Miami Heights Elementary School	AP	Elementary Assistant Principal South Miami Heights Elementary School	AP
Wendy Garcia	Middle Assistant Principal Cutler Bay Middle School	AP	Senior Assistant Principal BioTech @Richmond Heights 9-12 Senior High	AP

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>
Theresa A. Gilbert	Middle Assistant Principal Hammocks Middle School	AP	Elementary Assistant Principal Winston Park K-8 Center	AP
Alina I. Gonzalez	Elementary Assistant Principal Bel-Aire Elementary School	AP	Elementary Assistant Principal Wesley Matthews Elementary School	AP
Lee Hawkins	Temporary Middle Assistant Principal South Miami Middle School	AP	Middle Assistant Principal South Miami Middle School	AP
Chandrell Larkin	Senior Assistant Principal Miami Beach Senior High School	AP	Senior Assistant Principal North Miami Senior High School	AP
Iredia Martinez	Temporary Middle Assistant Principal Georgia Jones-Ayers Middle School	AP	Elementary Assistant Principal Seminole Elementary School	AP
Ivette M. Martinez	Elementary Assistant Principal Winston Park K-8 Center	AP	Middle Assistant Principal Hammocks Middle School	AP

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>
Johnny Mauri	Temporary Elementary Assistant Principal Seminole Elementary School	AP	Elementary Assistant Principal Kensington Park Elementary School	AP
Monica E. Maza	Elementary Assistant Principal Wesley Matthews Elementary School	AP	Elementary Assistant Principal Bel Aire Elementary School	AP
Stanley L. Nelson	Elementary Assistant Principal Dr. Rolando Espinosa K-8 Center	AP	Elementary Assistant Principal Lorah Park Elementary School	AP
Georgina T. Palomo	Temporary Elementary Assistant Principal Springview Elementary School	AP	Senior Assistant Principal Design & Architecture Senior High School	AP
Sandra S. Smith-Moise	Senior Assistant Principal Carrie P. Meek/Westview K-8 Center	AP	Elementary Assistant Principal E.W.F. Stirrup Elementary School	AP
Shante N. Thompson	Elementary Assistant Principal Liberty City Elementary School	AP	Elementary Assistant Principal Rockway Elementary School	AP

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>
Maria E. Tourino	Elementary Assistant Principal Bowman Ashe/Doolin K-8 Academy	AP	Elementary Assistant Principal Christina M. Eve 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>
Julio C. Arana	ERP Analyst Personnel Operations & Records	17	ERP Team Lead Personnel Operations & Records (Grant Funded)	19
Idolidia Baluja	Executive Director, Retirement/Leave Office of Retirement/Leave/ Unemployment Compensation	22	District Director, Retirement/Leave Office of Retirement/Leave/ Unemployment Compensation	23
Richard A. Benvenuti	Executive Director, School Choice Instructional Technology	22	District Director Instructional Technology	23
Nicki L. Brisson	Executive Director, School Operations Charter School Support	22	District Director, Charter Schools Charter School Compliance & Support	23
Jose Bueno	Regional Administrative Director North Region Office	24	Region Superintendent North Region Office	25

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NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Cindy M. Caldwell	Instructional Supervisor Office of Professional Development & Evaluation (Grant Funded)	21	Executive Director, New Teacher Support Office of Professional Development & Evaluation (Grant Funded)	22
Manuel Castaneda	Director, Technology Solutions Assessment, Research, & Data Analysis	21	Executive Director, Technology Solutions Assessment, Research, & Data Analysis	22
Sandra Castellon	Teacher Cutler Ridge Elementary School	--	Recruiter Office of Instructional Staffing & Recruitment (Grant Funded)	18
Tabitha G. Fazzino	Administrative Director, Business Services Office of the Superintendent	24	District Compliance Officer Office of Financial Services	25
Jorge Fernandez	Executive Director, Support Services Client & Business Services	22	District Director, Technology Delivery Client & Business Services	23
Ana I. Flores	Senior Recruiter Office of Instructional Staffing & Recruitment	19	Director, Instructional Recruiting & Staffing Office of Instructional Staffing & Recruitment (Grant Funded)	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>
Michael Fox	District Director, Risk & Benefits Office of Risk & Benefits Management	23	Risk & Benefits Officer Office of Risk & Benefits Management	25
David Galarce	Curriculum Support Specialist Education Transformation Office	--	District Supervisor, Instructional Support Education Transformation Office	21
Gilbert Gomez	Director, Technology Solutions Systems & Programming Services	21	Executive Director, Technology Solutions Systems & Programming Services	22
Juan Carlos Gonzalez	Interventionist Title I Programs	--	Director, Community Outreach Title I Programs	21
Lawrence Grubbs	ERP Director (Team Lead) Data Security & Technical Services	19	Director, Technology Solutions Data Security & Technical Services	21
Eduardo Hernandez	Director, Technology Solutions Client & Business Services	21	Executive Director, Support Services Client & Business Services	22
Caridad Hidalgo	Curriculum Support Specialist Instructional Technology, Library, Media Textbooks	--	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>
Keisha M. Johnson-Cabrera	Supervisor, Budget Management Office of Financial Operations/Budget	20	Director, Budget Management Office of Financial Operations/Budget	21
Michael Krtausch	Executive Director, Maintenance Operations Facilities Operations	22	District Director, Facilities Facilities Operations	23
Cecilia Lavina	Coordinator, Office of the Controller Controller	19	Accounts Receivable Supervisor Office of the Controller	20
Javier Lirio	Accounts Receivable Supervisor Office of Risk & Benefits Management	20	District Supervisor, Financial Operations Office of Risk & Benefits Management	21
Edwin Lopez	Police Commander, School Police Miami-Dade Schools Police Department	S2	Police Major Miami-Dade Schools Police Department	S3
Maria A. Lozano	Supervisor, Community Outreach Office of Intergovernmental Affairs & Grants Administration & Community Engagement	20	Director, Community Outreach Office of Intergovernmental Affairs & Grants Administration & Community Engagement	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>
Nestor Marcia	District Analyst Office of Innovation & Accountability	17	Instructional Support Specialist Office of Innovation & Accountability	20
Rolando Martin	Director, Community Outreach Office of Communications	21	Executive Director, External Communications Office of Communications	22
Lourdes C. Mendez-Lopez	Supervisor, Facilities Management Office of Capital Improvement	20	Director, Facilities Services Office of Capital Improvement	21
Denise Mincey-Mills	Contract Compliance Specialist Office of Economic Opportunity	18	Director, Contract Compliance Office of Economic Opportunity	21
Jeff Muehlfeld	Director, Technology Solutions Systems & Programming Services	21	ERP Director Systems & Programming Services	22
Rolando Necuze	Director, Advance Planning Office of Governmental Affairs & Land Use	21	Executive Director, Facilities Planning Office of Governmental Affairs & Land Use	22
Rosa Novo	Executive Director, Risk & Benefits Office of Risk & Benefits Management	22	Administrative Director, Risk & Benefits Office of Risk & Benefits 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>
Jacqueline Ortiz-Villafane	District Administrative Assistant Office of Instructional Staffing & Recruitment	--	Recruiter Office of Instructional Staffing & Recruitment (Grant Funded)	18
Leonid Rabinovich	Outside Candidate	--	Executive Director Instructional Technology & Media Support	22
Alina M. Rodriguez	Curriculum Support Specialist Office of Exceptional Student Education	--	Instructional Support Specialist Office of Exceptional Student Education	20
Angel L. Rodriguez	Exceptional Education Principal Ruth Owens Kruse Education Center	PR	Family Liaison Officer Department of Family Support Services (Grant Funded)	23
Lawrence Rubio	ERP Director (Team Lead) Data Security & Technical Services	19	Supervisor, Infrastructure & System Support Data Security & Technical Services	20
Armando Serrano	ERP Analyst Client & Business Services	17	ERP Director (Team Lead) Client & Business Services	19
Nathaly Simon	Staff Specialist, Facilities Management Office of Governmental Affairs & Land Use	18	Supervisor, Facilities Management Office of Governmental Affairs & Land Use	20

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	Executive Director, Data Security & Technical Services Data Security & Technical Services	22	District Director, Data Security & Technical Services Data Security & Technical Services	23
Henry D. Tablada	Staff Assistant Office of Non-Instructional Staffing	16	ERP Analyst Office of Non-Instructional Staffing	17
Michelle Ulysses	Instructional Supervisor, School Operations Alternative Education	21	Executive Director, School Operations Adult/Vocational & Community Education	22
Andrea M. Williams	Director, Personnel Support Programs Office of Labor Relations & Compensation	21	Executive Director, Labor Relations Office of Labor Relations & Compensation	22

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>
Dwight Bernard	District Director, Schools Choice & Parental Options Charter School Operations	23	District Director, Charter Schools Charter School Compliance & Support	23

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>
Lilliane Delbor	Instructional Supervisor, Language Charter School Operations	21	District Supervisor, Charter School Charter School Compliance & Support	21
James Dillard	Administrative Director, Facilities Operations & Legislative Support Charter School Operations	24	Administrative Director, Facilities Operations & Legislative Support- Charter School Charter School Compliance & Support	24
Dahlia Gonzalez	Instructional Supervisor, Science Education Charter School Operations	21	District Supervisor, Charter School Charter School Compliance & Support	21
Georgina Koch	Instructional Supervisor, School Operations Charter School Operations (Grant Funded)	21	District Supervisor, Charter School Charter School Compliance & Support (Grant Funded)	21
Martha Montaner	Administrative Director, Attendance Services Federal & State Compliance Office	24	Administrative Director, Intergovernmental Affairs & Grants Administration Office of Intergovernmental Affairs & Grants Administration & Community Engagement	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>
Vivian M. Santiesteban-Pardo	Region Superintendent North Region Office	25	Assistant Superintendent Office of Labor Relations	25
Tiffanie Pauline	Assistant Superintendent, Charter School Charter School Operations	25	Assistant Superintendent, Compliance & Support Charter School Compliance & Support	25
Paul Wilson	Region Administrative Director 5000 Role Models	24	Administrative Director, School Operations School Operations/Special Programs	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>
Jimmy Abraham	Visual Media Manager Office of Communications	32	Media Relations Specialist Office of Communications	36
Allyson Bentley	Coordinator I, Food Procurement Food & Nutrition	40	Coordinator II, Inventory Control Food & Nutrition	41
Camille M. Castor	Manager III, Food Service Food & Nutrition	39	Coordinator II, Inventory Control Food & Nutrition	41

RECLASSIFICATION
MANAGERIAL EXEMPT PERSONNEL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Reginald Browne	Supervisor, Police Support Operations Miami-Dade Schools Police Department	20	Director, Police Support Operations Miami-Dade Schools Police Department	21
Luis Pentzke	Supervisor, Police Support Operations Miami-Dade Schools Police Department	20	Director, Police Support Operations Miami-Dade Schools Police Department	21
Christian Rayneiri	Staff Specialist, Bus Routing Transportation	18	Supervisor, Centralized School Bus Routing Transportation	20
Latosha T. Styles	Supervisor, Vocational Fiscal Services Adult/Vocational & Community Education	19	Supervisor, Vocational Fiscal Services Adult/Vocational & Community Education	20

RECLASSIFICATION
PROFESSIONAL AND TECHNICAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Heather N. Balmaseda	Coordinator III, Region Food Service Food & Nutrition	42	Supervisor I, Food Services Food & Nutrition	43
Shilesa L. Chandler	Coordinator III, Region Food Service Food & Nutrition	42	Supervisor I, Food Services Food & Nutrition	43

RECLASSIFICATION
PROFESSIONAL AND TECHNICAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Karen C. Douthit	Coordinator III, Region Food Service Food & Nutrition	42	Supervisor I, Food Services Food & Nutrition	43
Jairo Garzon	Coordinator III, Region Food Service Food & Nutrition	42	Supervisor I, Food Services Food & Nutrition	43
Louann G. Glidden	Coordinator III, Region Food Service Food & Nutrition	42	Supervisor I, Food Services Food & Nutrition	43
Evaggelia Kasselakis	Coordinator III, Region Food Service Food & Nutrition	42	Supervisor I, Food Services Food & Nutrition	43
Naja-Kay M. Montgomery	Coordinator III, Region Food Service Food & Nutrition	42	Supervisor I, Food Services Food & Nutrition	43
Manuel Pasarín	Coordinator III, Region Food Service Food & Nutrition	42	Supervisor I, Food Services Food & Nutrition	43
Helena Pernas	Coordinator III, Region Food Service Food & Nutrition	42	Supervisor I, Food Services Food & Nutrition	43
Sarita Pierre	Coordinator III, Region Food Service Food & Nutrition	42	Supervisor I, Food Services Food & Nutrition	43

RECLASSIFICATION
PROFESSIONAL AND TECHNICAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Marcela Tan	Coordinator III, Region Food Service Food & Nutrition	42	Supervisor I, Food Services Food & Nutrition	43
Veronica Valdes	Coordinator III, Region Food Service Food & Nutrition	42	Supervisor I, Food Services Food & Nutrition	43

		SALARY RANGE			
MEP		SCHOOL POLICE		DCSAA	
PR	Principal Differentiated Compensation Model (PDCM)	S3	\$ 108,384 - \$ 139,160	43	\$ 58,300 - \$ 103,094
25	\$ 106,245 - \$ 164,000	S2	\$ 87,849 - \$ 128,775	42	\$ 55,532 - \$ 98,200
24	\$ 101,335 - \$ 154,000			41	\$ 52,889 - \$ 93,525
23	\$ 91,335 - \$ 144,000			40	\$ 50,364 - \$ 89,065
22	\$ 81,666 - \$ 134,000			39	\$ 47,970 - \$ 84,826
21	\$ 75,669 - \$ 124,000			36	\$ 41,432 - \$ 73,267
VP	\$ 78,902 - \$ 100,658			32	\$ 34,097 - \$ 60,300
AP (12m)	\$ 76,792 - \$ 96,792			31	\$ 32,470 - \$ 57,424
AP (10m)	\$ 71,854 - \$ 91,854			42	\$ 55,532 - \$ 98,200
20	\$ 70,133 - \$ 114,000			40	\$ 50,364 - \$ 89,065
18	\$ 60,633 - \$ 88,000				
17	\$ 54,858 - \$ 78,000				
16	\$ 51,809 - \$ 68,000				

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