

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

SUBJECT: REQUEST APPROVAL OF APPOINTMENTS, LATERAL ASSIGNMENTS AND ADJUSTMENT OF COMPENSATION OF MANAGERIAL EXEMPT, PROFESSIONAL AND TECHNICAL PERSONNEL FOR 2016-2017

COMMITTEE: PERSONNEL SERVICES AND STUDENT AND SCHOOL SUPPORT

LINK TO STRATEGIC BLUEPRINT: HIGHLY EFFECTIVE TEACHERS, LEADERS AND STAFF

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. Based upon current job trends, a competitive market analysis, and/or a demonstrated market demand, the Superintendent has the authority to adjust compensation upon appointment and thereafter, within the pay grade set forth in this item, to effectively recruit and retain the most talented workforce.

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>
Zuyin C. Companioni	Elementary Assistant Principal Silver Bluff Elementary School	AP	Temporary Elementary Principal Kinloch Park Elementary (Effective 09/16/2016)	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>
Yvette Fuentes	Teacher David Lawrence, Jr. K-8 Center	--	Temporary Elementary Assistant Principal Crestview Elementary School (Effective 09/16/2016)	AP
Erica Garcia	Elementary Counselor Leisure City K-8 Center	--	Elementary Assistant Principal Leisure City K-8 Center	AP
Latoya A. James	Teacher Carol City Elementary School	--	Elementary Assistant Principal Fulford Elementary School (Effective 09/23/2016)	AP

} 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>
Anailene Marban	Media Specialist Silver Bluff Elementary School	--	Temporary Elementary Assistant Principal Silver Bluff Elementary School (Effective 09/16/2016)	AP
Jennifer Murray	Teacher Hialeah-Miami Lakes Senior High School	--	Senior Assistant Principal Miami Norland Senior High 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>
Franklyn J. Glasford	Interim Principal, Adult Education North Miami Adult Education Center	PR	Principal, Adult Education North Miami Adult Education Center	PR
Nelson L. Gonzalez	Interim Middle Principal Hialeah Middle School	PR	Middle Principal Hialeah Middle School	PR
Marcus L. Miller	Interim Senior High Principal Miami MacArthur South Senior High School	PR	Senior High Principal Miami MacArthur South Senior High 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>
Hilda M. Milanes	Elementary Assistant Principal Leisure City K-8 Center	AP	Elementary Assistant Principal Leewood K-8 Center	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>
Nikita E. Bailey	ERP Analyst General Accounting	17	Staff Specialist General Accounting	18
Carmen S. Concepcion	Instructional Supervisor, Teacher Incentive/Retention Office of Professional Development & Evaluation	21	Executive Director, Performance Management Office of Professional Development & Evaluation	22
Susan Giro	Student Activities Director New World School of the Arts	--	Instructional Support Specialist Division of Athletics, Activities & Accreditation	20
Milagros Gonzalez	Executive Director, Performance Management Office of Professional Development & Evaluation	22	District Director, Human Resources Office of Human Capital Management	23

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>
Lisa R. Hopkins	Staff Assistant Accounts Payable	16	ERP Analyst Office of Treasury Management	17
Jeff James	(Temporary) Economic Development Officer Office of Economic Opportunity	24	Assistant School Board Attorney Office of the School Board Attorney (Contract)	--
Sasha Lopez	Executive Director, Human Resources Office of Human Capital Management	22	District Director, Business Services, Accountability & Performance Office of the Superintendent	23
Jorge A. Rodriguez	Teacher Miami Sunset Senior High School	--	Director, Facilities Services Office of Capital Improvement Projects	21
Ana M. Sanchez	Investigator, CIU Civilian Investigative Unit	42	Supervisor, CIU Civilian Investigative Unit	19

ADDED

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>
Catherine A. Chang	Senior Systems Analyst I Systems & Programming Services	41	Technical Services Liaison Systems & Programing Services	42
Rolando Gonzalez	Senior Property Specialist Office Management & Compliance Audits	--	Property Audit Manager Office of Management & Compliance Audits	35
James A. Granada	Leadperson-Vehicle Repair Transportation Vehicle Maintenance	--	Manager, Transportation Maintenance Department of Transportation	38
Jorge Hernandez	Outside Candidate	--	Coordinator I, Construction Maintenance Facilities Operations, Maintenance	40

ADDED

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the recommendation for appointments, lateral transfers to be effective October 6, 2016, or as soon thereafter as can be facilitated, with the exception of the effective dates as noted throughout the item and authorize compensation adjustments upon appointment and thereafter as stipulated in this item.

SALARY RANGE

<i>*MEP</i>		<i>DCSAA</i>	
PR	Principal Differentiated Compensation Model (PDCM)	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	38	\$ 45,691 - \$ 80,798
21	\$ 75,669 - \$124,000	35	\$ 39,464 - \$ 69,790
VP	\$ 78,902 - \$100,658		
AP (10m)	\$ 71,854 - \$ 91,854		
20	\$ 70,133 - \$114,000		
18	\$ 60,633 - \$ 88,000		
17	\$ 54,858 - \$ 78,000		
16	\$ 51,809 - \$ 68,000		

<http://salary.dadeschools.net/>

*The Superintendent shall have the authority to adjust compensation for MEP employees of the District within the designated pay grade and salary schedule.