

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>
Trellany M. Parrish-Gay	Elementary Assistant Principal Everglades K-8 Center	AP	Temporary Elementary Principal Van E. Blanton Elementary School	PR

} 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>
Ramses Ancheta	Community School Assistant Principal Fairlawn Elementary School	AP	Temporary Vice Principal William H. Turner Technical Arts Senior High School (Effective 10/14/2016)	VP
Victoria Carballo-McBath	Counselor Southwest Miami Senior High School	--	Temporary Senior Assistant Principal BioTECH@Richmond Heights 9-12 High School	AP
Karen R. Delgado	Teacher Center for Special Instruction Kinloch Park Middle School	--	Temporary Community School Assistant Principal Fairlawn Elementary School (Effective 10/14/2016)	AP
Leticia L. Figueroa	Secondary Counselor Hialeah Gardens Middle School	--	Temporary Elementary Assistant Principal Palm Springs North Elementary 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>
Irene Gancedo	Media Specialist Coconut Grove Elementary School	--	Temporary Elementary Assistant Principal Everglades K-8 Center	AP
Joey L. James	Teacher Robert Morgan Educational Center	--	Elementary Assistant Principal Coconut Palm K-8 Academy	AP
Santrel A. King-Elston	Teacher Kensington Park Elementary School	--	Senior Assistant Principal Thena C. Crowder Early Childhood Diagnostic & Special Education Center	AP
Rose E. Milian	Lead Teacher Young Women's Preparatory Academy	--	Adult Assistant Principal Hialeah-Miami Lakes Adult Education (Effective 10/21/2016)	AP
Maite J. Robles	Teacher American Senior High School	--	Middle Assistant Principal North Miami Middle 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>
Ania Marti	Interim Elementary Principal Auburndale Elementary School	PR	Elementary Principal Auburndale Elementary School	PR
Tony G. Ullivarri	Interim Elementary Principal Orchard Villa Elementary School	PR	Elementary Principal Orchard Villa 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>	
Zusel J. Aguiar	Elementary Assistant Principal Tropical Elementary School	AP	Elementary Assistant Principal Joe Hall Elementary School	AP	
Jesus M. Aviles	Middle Assistant Principal Henry H. Filer Middle School	AP	Elementary Assistant Principal Spanish Lake Elementary School	AP	} ADDED
Kelly B. Cabrera	Temporary Elementary Assistant Principal Marcos A. Milam K-8 Center	AP	Temporary Elementary Assistant Principal Joella C. Good Elementary School	AP	
					} DELETED

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>
Viviana Lebena	Elementary Assistant Principal Spanish Lake Elementary School	AP	Elementary Assistant Principal Miami Lakes K-8 Center	AP
Ronald R. Marcelo	Middle Assistant Principal North Miami Middle School	AP	Middle Assistant Principal North Dade Middle School	AP
Ruben Morales	Elementary Assistant Principal Joe Hall Elementary School	AP	Elementary Assistant Principal Tropical Elementary School	AP
Alten J. Russell	Temporary Elementary Assistant Principal Dr. Henry W. Mack/West Little River K-8 Center	AP	Temporary Elementary Assistant Principal Lorah Park Elementary School (Effective 10/21/2016)	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>
Dayana Cadaya	Curriculum Support Specialist Florida Diagnostic & Learning Resources System (FDLRS)	--	Instructional Support Specialist Office of Exceptional Student Education (Grant Funded)	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>
Luis Martinez	Director, Facilities Services Maintenance Service Center 3	21	Executive Director, Labor Relations Office of Labor Relations	22
Gabriela Petrini	Curriculum Support Specialist Office of Professional Development & Evaluation	--	Instructional Staffing Officer Office of Instructional Staffing & Recruitment	20
Monica Raza-Khan	ESE Placement Specialist Office of Exceptional Student Education	--	Instructional Support Specialist Office of Exceptional Student Education (Grant Funded)	20
Latonya S. Troutman	ESE Placement Specialist Office of Exceptional Student Education	--	Instructional Support Specialist Office of Exceptional Student Education (Grant Funded)	20
Ronda A. Vangates	Associate Attorney, Business Operations School Board Attorneys Office	--	Economic Opportunity Development Officer Office of Economic Opportunity	24
James Williams	Returning to District	--	District Director, Procurement Management Services Division of Procurement Management	23

ADDED

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>
Daiva Z. Fernandez	Media Relations Specialist Office of Public Relations	36	Communications Manager Office of Communications	37
Damien R. Kong	Foreperson-Network Infrastructure Infrastructure & System Support	--	Sr. Network Analyst Data Security & Technical Services	42
Jorge M. Lopez	Property Audit Specialist Office of Management & Compliance Audits	--	Property Audit Specialist Office of Management & Compliance Audits	33
Georgia Lue	Food Service Employee Development Specialist Food & Nutrition	--	Supervisor I, Food Service Food & Nutrition	43
Jose A. Lugo Garcia	Outside Candidate	--	Senior Programmer Analyst I Systems & Programming Services	37
LaTanya D. McNair	Outside Candidate	--	Coordinator III, Warehousing Stores & Mail Distribution	42
Delvin M. Padilla	Outside Candidate	--	Procurement Specialist Division of Procurement Management Services	33

ADDED

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>	
Yousy Perez	Outside Candidate	--	Communication Analyst I Infrastructure & System Support	39	} ADDED
Bryan Ramirez	Outside Candidate	--	Senior Systems Analyst I Data Security & Technical Services	41	
Wanda M. Ramirez	Administrative Assistant Summer Services	34	FTE Staff Auditor Office of Management & Compliance Audits	35	} ADDED
Tellise Roberts	Outside Candidate	--	Procurement Specialist Division of Procurement Management Services	33	
Glendys Y. Serra	FTE Support Specialist Office of Management & Compliance Audits	--	FTE Staff Auditor Office of Management & Compliance Audits	35	

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>	
Carlos E. Reyna	District Analyst Education Transformation Office	17	District Analyst Office of Human Capital Management	17	} ADDED

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the recommendation for appointments, lateral transfers to be effective November 24, 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)	44 \$ 61,220 - \$108,255
23	\$ 91,335 - \$144,000	43 \$ 58,300 - \$103,094
22	\$ 81,666 - \$134,000	42 \$ 55,532 - \$ 98,200
21	\$ 75,669 - \$124,000	41 \$ 52,889 - \$ 93,525
VP	\$ 78,902 - \$100,658	39 \$ 47,970 - \$ 84,826
AP (12m)	\$ 76,792 - \$ 96,792	37 \$ 43,507 - \$ 76,937
AP (10m)	\$ 71,854 - \$ 91,854	36 \$ 41,432 - \$ 73,267
20	\$ 70,133 - \$114,000	35 \$ 39,464 - \$ 69,790
17	\$ 54,858 - \$ 78,000	34 \$ 37,588 - \$ 66,476
		33 \$ 35,787 - \$ 63,290

<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 range.