

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.

**Revised²
D-21**

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> |
|---------------------|---|-------------------|---|---------------|
| Jacqueline H. Adler | Temporary Elementary Assistant Principal North Beach Elementary School | AP | Elementary Assistant Principal North Beach 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> |
|-------------------|--|-------------------|--|---------------|
| | | | | } DELETED |
| Rolando Avila | Supervisor, Telecommunication Infrastructure & System Support | 44 | Director, Computer Operations & Facilities Infrastructure & System Support | 21 |
| Oscar A. Gonzalez | Outside Candidate | -- | District Analyst Risk & Benefits Management | 17 |
| Charisma Hodge | Outside Candidate | -- | Procurement Analyst Division of Procurement Management Services | 17 |
| Deborah S. Jusino | ERP Analyst HR Information Services | 17 | Administrative Coordinator HR Information Services | 18 |

NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS

| <u>NAME</u> | <u>CURRENT ASSIGNMENT</u> | <u>CURRENT PG</u> | <u>NEW ASSIGNMENT</u> | <u>NEW PG</u> |
|----------------------------|----------------------------------|--------------------------|---|----------------------|
| Eileen Rojas | Outside Candidate | -- | Staff Specialist Office of the Controller | 18 |
| Lenora D. Sevillian | Outside Candidate | -- | Director, Procurement Management Division of Procurement Management Services | 21 |
| Steve W. Stewart | Outside Candidate | -- | District Director, Procurement Management Services Division of Procurement Management | 23 |
| Herminia M. Williams-Smith | Outside Candidate | -- | Procurement Analyst Division of Procurement Management Services | 17 |

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> |
|--------------------|---|--------------------------|---|----------------------|
| George Cancio | Building Code Inspector Facilities Compliance & Quality Control | -- | Coordinator I, Construction Maintenance Facilities Operations Maintenance | 40 |
| Charles M. Diaz | Electrician II (Journey person). Maintenance Service Center | -- | Coordinator I, Construction Maintenance Facilities Operations Maintenance | 40 |

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> |
|--------------------|---|-------------------|---|---------------|
| Nora B. Gonzalez | Senior Fiscal Specialist Office of the Controller | -- | Administrative Assistant I General Accounting | 34 |
| Monica L. Troutman | Property Audit Specialist Office of Management & Compliance Audits | -- | Property Audit Specialist Office of Management & Compliance Audits | 33 |
| Jorge Wright | Outside Candidate | -- | Investigator, CIU Office of Civilian Investigative Unit | 42 |

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the recommendation for appointments, lateral transfers to be effective December 15, 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

| <u>*MEP</u> | | <u>DCSAA</u> | |
|-------------|--|--------------|---------------------|
| PR | Principal Differentiated Compensation Model (PDCM) | 42 | \$55,532 - \$98,200 |
| 23 | \$ 91,335 - \$144,000 | 40 | \$50,364 - \$89,065 |
| VP | \$ 78,902 - \$100,658 | 34 | \$37,588 - \$66,476 |
| 21 | \$ 75,669 - \$124,000 | 33 | \$35,787 - \$63,290 |
| AP (12m) | \$ 76,792 - \$ 96,792 | | |
| AP (10m) | \$ 71,854 - \$ 91,854 | | |
| 18 | \$ 60,633 - \$ 88,000 | | |
| 17 | \$ 54,858 - \$ 78,000 | | |

<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 range.