

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.

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Stephen E. Papp	Vice Principal Miami Northwestern Senior High School	VP	Interim Elementary Principal Santa Clara Elementary School (Effective 03/01/2017)	PR

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 03/01/2017)	AP
Ertha R. Posey	Secondary Counselor William H. Turner Technical Arts Senior High School	--	Temporary Senior Assistant Principal William H. Turner Technical Arts Senior High School	AP

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>
Bryan F. Castro	Coordinator III, Facilities Operations Maintenance Service Center 2	42	Supervisor II, Facilities Operations Facilities Operations & Maintenance	44

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>
Patrick W. Chung	Transportation Operations Manager Department of Transportation	36	Coordinator III, Transportation Operations Department of Transportation (Effective 02/17/2017)	42
Michael J. Ianniello	Foreperson- AC/Refrigeration Maintenance Service Center 3	--	Coordinator I, Construction Maintenance Facilities Operations & Maintenance	40
Maura I. Martinez	Office Manager Maintenance Operations	--	Manager III, Facilities Operation Facilities Operations & Maintenance	39
Carmen F. Watson	Transportation Operations Manager South Transportation	36	Coordinator III, Transportation Operations Department of Transportation (Effective 02/17/2017)	42
Deven Zenker	Outside Candidate	--	Supervisor I, Food Services Department of Food & Nutrition	43

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the recommendation for appointments, lateral transfers to be effective March 16, 2017, 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	^PDCM	44	\$ 61,220 - \$108,255
VP	\$ 78,902 - \$100,658	43	\$ 58,300 - \$103,094
AP 10m	\$ 71,854 - \$ 91,854	42	\$ 55,532 - \$ 98,200
		40	\$ 50,364 - \$ 89,065
		39	\$ 47,970 - \$ 84,826
		36	\$ 41,432 - \$ 73,267

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

^PDCM – Principal Differentiated Compensation Model

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