

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 2017-2018

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
ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>	
Peter H. Cabrera	Returning to the District	--	Adult Assistant Principal Miami Sunset Adult Education Center	AP	} ADDED
Tiffany N. Davis	Teacher American Senior High School	--	Senior Assistant Principal Hialeah Senior High School (Effective 09/29/2017)	AP	
Vivian I. Loriga	Teacher Air Base Elementary School	--	Temporary Elementary Assistant Principal Gateway Environmental K-8 Learning Center (Effective 09/29/2017)	AP	
Lucy Trillas	Transformation Reading Coach Hialeah Senior High School	--	Temporary Senior Assistant Principal American Senior High School (Effective 09/29/2017)	AP	
Dena D. Vitro	Teacher John F. Kennedy Middle School	--	Elementary Assistant Principal Charles D. Wyche, Jr. Elementary School	AP	} ADDED

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>
Ubaldo Interian	Temporary Elementary Assistant Principal Charles D. Wyche, Jr. Elementary School	AP	Middle Assistant Principal North Dade Middle School	AP

NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
MANAGERIAL EXEMPT

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Francisco Altuna	Outside Candidate	--	ERP Technology Senior Director Systems & Programming Services	22
Cathay J. Barr-Robinson	Department Administrative Assistant Office of Records & Transcript Analysis	--	Staff Assistant Office of Personnel Operations & Records	16
Jose Garcia	Supervisor II, Facilities Operations Maintenance Operations	44	Director, Facilities Services Facilities Operations, Maintenance	21
Samuel Hernandez	Outside Candidate	--	District Analyst Office of the Controller	17
Maria L. Sellek	Curriculum Support Specialist Division of Academics	--	District Supervisor, Instructional Support Division of Academics	21

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>
Denise Charles	Outside Candidate	--	Graphic Design Specialist Office of Communications	36
Tammy T. Dukes	Payroll Specialist II Office of Payroll	--	Administrative Assistant I, Finance Office of Payroll	34
Eloy Perez	Outside Candidate	--	Information Technology Auditor Office of Management & Compliance Audits	44

ADDED

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the recommendation for appointments, lateral transfers to be effective October 12, 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

*MEP		DCSAA	
22	\$ 81,666 - \$134,000	44	\$ 61,220 - \$108,255
21	\$ 75,669 - \$124,000	36	\$ 41,432 - \$ 73,267
AP 12m	\$ 76,792 - \$ 96,792	34	\$ 37,588 - \$ 66,476
AP 10m	\$ 71,854 - \$ 91,854		
17	\$ 54,858 - \$ 78,000		
16	\$ 51,809 - \$ 68,000		

<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.