

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
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 M.A. Milam K-8 Center	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>
Constantin Chery	Temporary Community School Assistant Principal Charles R. Drew K-8 Center	AP	Community School Assistant Principal Charles R. Drew 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>	
Marlene Cabrera	Curriculum Support Specialist Bilingual Education & World Languages	--	Instructional Supervisor, Teacher Incentive/Retention Office of Professional Development & Evaluation (Grant Funded)	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>
Ilene Childs	Coordinator III, Transportation Operations South Transportation Center	42	Director I, Regional Transportation Department of Transportation (Effective 01/09/2017)	45
Gwendolyn S. Cone	Coordinator III, Transportation Operations Northeast Transportation Center	42	Director I, Regional Transportation Department of Transportation (Effective 01/09/2017)	45
Lawshawn Holliman-McClean	Coordinator III, Transportation Operations Southwest Transportation Center	42	Director I, Regional Transportation Department of Transportation (Effective 01/09/2017)	45
Luis A. Perera Lopez	Programmer Assistant/Intern Systems & Programming Services	--	Senior Programmer Analyst I Systems & Programming Services	37
Sergio L. Pinto	Property Audit Office of Management & Compliance Audits	--	Property Audit Specialist Office of Management & Audits	33

ADDED

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the recommendation for appointments, lateral transfers to be effective January 26, 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	
PR	Principal Differentiated Compensation Model (PDCM)	45	\$64,280 - \$113,662
21	\$ 75,669 - \$124,000	42	\$55,532 - \$ 98,200
AP (12m)	\$ 76,792 - \$ 96,792	37	\$43,507 - \$ 76,937
AP (10m)	\$ 71,854 - \$ 91,854	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.