

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>
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>	
Jesus Larranaga	Teacher Sunset Elementary School	--	Elementary Assistant Principal Shenandoah Elementary School	AP	} ADDED
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	
Elizabeth Riol	Teacher Miami Lakes K-8 Center	--	Temporary Elementary Assistant Principal Miami Lakes 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>
Leticia Figueroa	Temporary Elementary Assistant Principal Palm Springs North Elementary School	AP	Temporary Elementary Assistant Principal Miami Lakes 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>
Yulio S. Garcia	Hourly Teacher Miami Springs Adult Education	--	ERP Analyst Assessment, Research & Data Analysis	17
Amber Graham	Returning to the District	--	Wellness Supervisor Office of Risk & Benefits Management	20
Jorge J. Hernandez	Returning to the District	--	District Analyst Office of Human Capital Management	17
Denise Landman	Director, Marketing Office of Communications	21	Executive Director, External Communications Office of Communications	22
Denise Mincey-Mills	Director, Contract Compliance Office of Economic Opportunity	21	Executive Director, Economic Opportunity Office of Economic Opportunity	22

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>	
Bryan F. Castro	Coordinator III, Facilities Operations Maintenance Service Center 2	42	Supervisor II, Facilities Operations Facilities Operations & Maintenance	44	
Patrick W. Chung	Transportation Operations Manager Department of Transportation	36	Coordinator III, Transportation Operations Department of Transportation (Effective 02/17/2017)	42	
John F. Dempsey	Foreperson-Painters Maintenance Service Center 2	--	Coordinator, Construction Facilities Operations, Maintenance	40	} ADDED
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	
Jasmia Watkins	Outside Candidate	--	Procurement Specialist Procurement Management Services	33	} 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>
Carmen F. Watson	Transportation Operations Manager South Transportation	36	Coordinator III, Transportation Operations Department of Transportation (Effective 02/17/2017)	42

DELETED

**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.

<b>SALARY RANGE</b>	
<b>*MEP</b>	<b>DCSAA</b>
PR ^PDCM	44 \$ 61,220 - \$108,255
22 \$ 81,666 - \$134,000	42 \$ 55,532 - \$ 98,200
VP \$ 78,902 - \$100,658	40 \$ 50,364 - \$ 89,065
21 \$ 75,669 - \$124,000	39 \$ 47,970 - \$ 84,826
AP 10m \$ 71,854 - \$ 91,854	36 \$ 41,432 - \$ 73,267
20 \$ 70,133 - \$114,000	33 \$ 35,787 - \$ 63,290
17 \$ 54,858 - \$ 78,000	

<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.