

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 LATERAL ADMINISTRATIVE ASSIGNMENTS
ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Victoria Carballo-McBath	Temporary ESE Assistant Principal Ruth Owens Kruse Educational Center	AP	Temporary Elementary Assistant Principal Dante B. Fascell 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>
Silvia Costa	Outside Candidate	--	Fringe Benefits Supervisor Office of Risk & Benefits Management	20
Douglas Galbraith	Supervisor, Telecommunication Infrastructure & System Support	44	Director, Computer Operations & Facilities Infrastructure & System Support	21
Bridget L. McKinney	Principal	PR	District Supervisor, Charter Schools Office of Charter School Operations	21
John D. Pace	Administrative Director, Instructional Support Office of Education Transformation	24	Region Superintendent Central Region (Succession Management)	25
Aurora O. Wright	Fiscal Specialist Office of Risk & Benefits Management	--	District Analyst Office of Risk & Benefits Management	17

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>
Christine E. Camacho	Supervisor II, Facilities Operations Maintenance Service	44	Senior Project Manager Facilities Operations, Maintenance	45
Theodosia N. Davis	Field Operations Specialist South Transportation Center	--	Transportation Operations Manager Department of Transportation	36
Jose Garcia	Coordinator III, Facilities Operations Maintenance Service Center 2	42	Supervisor II, Facilities Operations Facilities Operations, Maintenance	44
Frank Hernandez	Transportation Operations Manager Central West Transportation	36	Coordinator III, Transportation Operations Northeast Transportation	42

ADDED

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RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the recommendation for appointments, lateral transfers to be effective April 6, 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		45 \$ 64,280 - \$113,662
25	\$106,245 - \$164,000	44 \$ 61,220 - \$108,255
24	\$101,335 - \$154,000	42 \$ 55,532 - \$ 98,200
21	\$ 75,669 - \$124,000	41 \$ 52,889 - \$ 93,525
AP(10m)	\$ 71,854 - \$ 91,854	36 \$ 41,432 - \$ 73,267
20	\$ 70,133 - \$114,000	
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.