

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 LATERAL ADMINISTRATIVE ASSIGNMENTS
PRINCIPAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Tracey D. Crews	K-8 Center Principal Carrie P. Meek/Westview K-8 Center	PR	K-8 Center Principal Dr. Toni Bilbao Preparatory Academy (State School T-1)	PR

NON-SCHOOL SITE ADMINISTRATIVE ASSIGNMENTS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Junior C. Anderson	Director, Community Outreach Office of Early Childhood Programs	21	District Director, Procurement Management Services Procurement Management Services	23
Ilisa L. Carroll	Elementary Assistant Principal Coconut Palm K-8 Academy	AP	District Supervisor, Instructional Support Physical Education & Health Literacy	21
Laura J. Clersaint	Return to the District	--	District Analyst Office of Risk & Benefits Management	17
Elizabeth Duque	Contract & Financial Services Specialist Office of Financial Operations/Budget	--	Staff Assistant Division of General Accounting (Grant Funded)	16
Darrell L. Mack	Supervisor II, Data Systems Computer & Facilities Operations	44	Director, Computer Operations & Facilities Infrastructure & System Support	21

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>
Annia Chaviano	Outside Candidate	--	Systems Analyst I Systems & Programming Services	39
Sabrina R. Douglas	Senior Production Operator Computer & Facilities Operations	--	Manager I, Computer Operator Computer & Facilities Operations	37
Yhosvany Garcia	Contract Business & Operation Services	--	Communication Analyst I Information Technology Services	39
Sandra C. Oei	Return to the District	--	Systems Analyst I Systems & Programming Services	39

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the recommendation for appointments, lateral transfers to be effective May 25, 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
23	\$ 91,335 - \$144,000	39	\$ 47,970 - \$ 84,826
22	\$ 81,666 - \$134,000	37	\$ 43,507 - \$ 76,937
21	\$ 75,669 - \$124,000		
AP 10M	\$ 71,854 - \$ 91,854		
17	\$ 54,858 - \$ 78,000		
16	\$ 51,809 - \$ 68,000		

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

Principal Differentiated Compensation Model (PDCM)

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