

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
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
Julio C. Arana	ERP Director (Team Lead) Personnel Operations & Records	19	Director, Non-Instructional Staffing Office of Non-Instructional Staffing	21
Kasturaiah Avula	Outside Candidate	--	Director, Police Support Operations Miami-Dade Schools' Police Department	21
Ilisa L. Carroll	Elementary Assistant Principal Coconut Palm K-8 Academy	AP	District Supervisor, Instructional Support Physical Education & Health Literacy	21

ADDED

NON-SCHOOL SITE ADMINISTRATIVE ASSIGNMENTS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Laura J. Clersaint	Return to the District	--	District Analyst Office of Risk & Benefits Management	17
Alma M. Crowston	Staff Assistant Accounts Payable	16	Staff Specialist Accounts Payable	18
Sharon Dixon	Supervisor II, Long Range Planning Client & Business Services	44	Director, Technology Solutions Client & Business Services	21
Elizabeth Duque	Contract & Financial Services Specialist Office of Financial Operations/Budget	--	Staff Assistant Division of General Accounting (Grant Funded)	16
Alexandra Goldfarb	Director, Professional Development Office of Professional Development & Evaluation	21	Executive Director, New Teacher Support Programs Office of Professional Development & Evaluation (Grant Funded)	22
Zehra F. Kazmi	Outside Candidate	--	District Analyst Office of Risk & Benefits Management-Wellness	17

ADDED

ADDED

NON-SCHOOL SITE ADMINISTRATIVE ASSIGNMENTS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Carmen L. Lopez	Coordinator Office of Intergovernmental Affairs & Grants Administration	19	Director, Community Outreach Office of Intergovernmental Affairs & Grants Administration (Grant Funded)	21
Darrell L. Mack	Supervisor II, Data Systems Computer & Facilities Operations	44	Director, Computer Operations & Facilities Infrastructure & System Support	21
Jesus A. Pages	ERP Team Leader Systems & Programming Services	21	ERP Director Systems & Programming Services	22
Alejandro Perez	Senior High Principal International Studies Preparatory Academy	PR	Region Administrative Director Central Region Office	24
Ron Y. Steiger	Chief Budget Officer Financial Operations/Budget	25	Chief Financial Officer Financial Services (Effective 06/09/ 2017)	26
Phong "Tony" Vu	Outside Candidate	--	Treasurer Office of Treasury Management (Succession Management)	25

ADDED

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>	
Lourdes Amaya	Fiscal Specialist Risk & Benefits Management	--	Administrative Assistant I School Operations (Grant Funded)	34	} ADDED
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	
Tyrone A. Hardy	Senior Foreperson- Material Handling School Board Administration Complex	--	Building Operations Manager Building Operations	36	} ADDED
Cherol Marcelin	Translation Specialist Office of Public Relations	--	Media Relations Specialist Office of Communications	36	
Sandra C. Oei	Return to the District	--	Systems Analyst I Systems & Programming Services	39	

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>
Annelys Reyes	Outside Candidate	--	Coordinator I, Construction Maintenance Maintenance Service Center 3	40
Raymonde A. Reyes	Foreign Student Advisor Title I Support Programs	--	Administrative Assistant I Title I Administration, Summer Services Support	34
Andrea Tirado	Outside Candidate	--	Staff Specialist, Assessment Assessment, Research & Data Analysis (Grant Funded)	42
Pablo Vilchez	Sound & Communication Technician Capital Task Force	--	Coordinator I, Construction Maintenance Maintenance Service Center 1	40

ADDED

NON-SCHOOL SITE ADMINISTRATIVE ASSIGNMENT
CONTRACT

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Daniel Tosado	Contracted	--	Chief of Staff Office of the Superintendent	--

ECOMMENDED: 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
26	\$114,945 - \$174,000	42 \$ 55,532 - \$ 98,200
25	\$106,245 - \$164,000	39 \$ 47,970 - \$ 84,826
23	\$ 91,335 - \$144,000	37 \$ 43,507 - \$ 76,937
22	\$ 81,666 - \$134,000	36 \$ 41,432 - \$ 73,267
21	\$ 75,669 - \$124,000	34 \$ 37,588 - \$ 66,476
AP 10M	\$ 71,854 - \$ 91,854	
19	\$ 65,247 - \$ 98,000	
18	\$ 60,633 - \$ 88,000	
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.