

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<sup>2</sup>  
D-21**

**SCHOOL-SCHOOL SITE ADMINISTRATIVE ASSIGNMENTS**  
**PRINCIPALS**

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>
Contessa S. Bryant	Executive Director, Community Services 5000 Role Models	22	Middle Principal Homestead Middle School	PR
Ron A. Butler	Elementary Assistant Principal Gertrude K. Edelman/Sabal Palm Elementary School	AP	Interim Principal, Adult Education Miami Jackson Adult Education Center	PR

} DELETED

**SCHOOL-SCHOOL SITE LATERAL ADMINISTRATIVE ASSIGNMENTS**  
**PRINCIPALS**

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>
Ana C. Alvarez-Armon	Interim Senior High Principal Design & Architecture Senior High School	PR	Senior High Principal Design & Architecture Senior High School	PR
Keith A. Anderson	Middle Principal Homestead Middle School	PR	Elementary Principal Redondo Elementary School	PR

**SCHOOL-SCHOOL SITE LATERAL ADMINISTRATIVE ASSIGNMENTS**  
**PRINCIPALS**

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>
Elianeys Basulto	Temporary Elementary Principal Pine Villa Elementary School	PR	Elementary Principal Pine Villa Elementary School	PR
Viviana Bouza Debs	Interim Elementary Principal Tropical Elementary School	PR	Elementary Principal Tropical Elementary School	PR
Jorge Bulnes	Interim Middle Principal Lake Stevens Middle School	PR	Middle Principal Lake Stevens Middle School	PR
Maria V. Kerr	Interim Elementary Principal Crestview Elementary School	PR	Elementary Principal Crestview Elementary School	PR
Cynthia M. Prado	Interim Middle Principal Country Club Middle School	PR	Middle Principal Country Club Middle School	PR
Susana Suarez	Interim Elementary Principal Kensington Park Elementary School	PR	Elementary Principal Kensington Park Elementary School	PR

**SCHOOL-SCHOOL SITE LATERAL ADMINISTRATIVE ASSIGNMENTS**  
**ASSISTANT PRINCIPALS**

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>
Christine M. Smith	Temporary Elementary Assistant Principal Jack D. Gordon Elementary School	AP	Elementary Assistant Principal Jack D. Gordon Elementary School	AP

**NON-SCHOOL SITE ADMINISTRATIVE ASSIGNMENTS**

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>
Tracie N. Abner	K-8 Center Principal Charles R. Drew K-8 Center	PR	Administrative Director, Instructional Support Education Transformation Office (Grant Funded)	24
Carlos A. Diaz	Senior High Principal Southwest Miami Senior High School	PR	District Director, Professional Standards Office of Professional Standards	23
Josee Gregoire	Elementary Assistant Principal Natural Bridge Elementary School	AP	Instructional Supervisor, Exceptional Student Education Office of Pre-K ESE (Grant Funded)	21
Timothy D. Jones	Coordinator III, Facilities Operations Maintenance Service Center 4	42	Director, Facilities Service Facilities Operations, Maintenance	21

**NON-SCHOOL SITE ADMINISTRATIVE ASSIGNMENTS**

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>
Lourdes Linares	Middle Assistant Principal Jorge Mas Canosa Middle School	AP	Executive Director, Pre- Kindergarten, ESE Division of Early Childhood Programs (Grant Funded)	22
Myesha Ponder	Outside Candidate	--	District Analyst Office of Risk & Benefits Management -Wellness	17
Alejandro Santana Alvarez	Outside Candidate	--	Staff Assistant Office of Accounts Payable	16
Elizabeth Soto	Outside Candidate	--	District Analyst Department of Early Childhood Programs (Grant Funded)	17

**NON-SCHOOL SITE ADMINISTRATIVE ASSIGNMENTS**  
**PROFESSIONAL AND TECHNICAL**

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>
Hilda E. Jimenez	Return to the District	--	Coordinator I, Construction Maintenance Facilities Operations, Maintenance	40
Santiago Vega	Supervisor I, Network Services Data Security & Technical Services	43	Supervisor, Telecommunications Data Security & Technical Services	44

**NON-SCHOOL SITE LATERAL ADMINISTRATIVE ASSIGNMENTS**

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>
Kevrette E. Wells	District Supervisor, Instructional Support Office of Professional Development & Evaluation	21	Director, Professional Development Office of Professional Development & Evaluation	21

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida, approve the recommendation for appointments, lateral transfers to be effective June 22, 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**

<b><i>*MEP</i></b>		<b><i>DCSAA</i></b>	
PDCM	PR	44	\$ 61,220 - \$108,255
24	\$101,335 - \$154,000	43	\$ 58,300 - \$103,094
23	\$ 91,335 - \$144,000	42	\$ 55,532 - \$ 98,200
22	\$ 81,666 - \$134,000	40	\$ 50,364 - \$ 89,065
21	\$ 75,669 - \$124,000		
AP 12m	\$ 76,792 - \$ 96,792		
AP 10m	\$ 71,854 - \$ 91,854		
17	\$ 54,858 - \$ 78,000		
16	\$ 51,809 - \$ 68,000		

<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.