

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 2017-2018

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-SCHOOL SITE ADMINISTRATIVE ASSIGNMENTS
PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Maria D. DeArmas	Elementary Assistant Principal Paul L. Dunbar K-8 Center	AP	Interim K-8 Center Principal Paul L. Dunbar K-8 Center	PR
Julio Fong	Elementary Assistant Principal Norman S. Edelcup/Sunny Isles Beach K-8 Center	AP	Interim Elementary Principal Virginia A. Boone/Highland Oaks Elementary School	PR
Kevin E. Lawrence	Vice Principal Booker T. Washington Senior High School	VP	Interim Middle Principal Horace Mann Middle School	PR
Lashinda S. Moore	Senior Assistant Principal Law Enforcement Officers' Memorial High School	AP	Interim Senior High Principal iTech@Thomas A. Edison Educational Center	PR
Hebert M. Penton	Middle Assistant Principal Rockway Middle School	AP	Interim Middle Principal Ponce de Leon Middle School	PR
Ignacio Rodriguez	Middle Assistant Principal W.R. Thomas Middle School	AP	Interim Middle Principal Cutler Bay Middle School	PR

ADDED

SCHOOL-SCHOOL SITE ADMINISTRATIVE ASSIGNMENTS
PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Bridgette A. Tate-Wyche	Senior Assistant Principal Miami Palmetto Senior High School	AP	Interim Elementary Principal Lillie C. Evans K-8 Center	PR
Miriam Walker	Elementary Assistant Principal Carol City Elementary School	AP	Interim Middle Principal North Miami Middle School	PR

SCHOOL-SCHOOL SITE ADMINISTRATIVE ASSIGNMENTS
VICE/ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>	ADDED
Sacha T. Challenger	Senior Assistant Principal North Miami Beach Senior High School	AP	Vice Principal North Miami Beach Senior High School	VP	
Paulette D. Covin-Fredrik	Exceptional Education Principal Robert Renick Education Center	PR	Community School Assistant Principal Ruben Dario Middle School	AP	
Juan R. Gonzalez	Assistant Principal, Vocational Technical Miami Lakes Educational Center & Technical College	AP	Vice Principal Miami Lakes Educational Center & Technical College	VP	

SCHOOL-SCHOOL SITE ADMINISTRATIVE ASSIGNMENTS
VICE/ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Isolyn T. Hillhouse	K-8 Center Principal Lillie C. Evans K-8 Center	PR	Senior Assistant Principal Miami Beach Senior High School (Career re-direction)	AP
Paul A. Pfeiffer	Middle Principal Cutler Bay Middle School	PR	Senior Assistant Principal Young Women's Preparatory Academy	AP
Gianny D. Ramon	Curriculum Support Specialist Educational Transformation Office	--	Elementary Assistant Principal Lorah Park Elementary School	AP
Tommy A. Richardson	Teacher North Miami Senior High School	--	Assistant Principal, Vocational Technical D.A. Dorsey Technical College	AP
Allen J. Russell	Teacher Madison Middle School	--	Elementary Assistant Principal Dr. Henry W. Mack/West Little River K-8 Center	AP
Anthony E. Simons, III	Teacher Miami Carol City Senior High School	--	Middle Assistant Principal Madison Middle School	AP

ADDED

SCHOOL-SCHOOL SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>	
Maria E. Calvet-Cuba	Elementary Principal Jessie J. McCrary, Jr. Elementary School	PR	K-8 Center Principal Caribbean K-8 Center	PR	} ADDED
John J. Donohue	Senior High Principal Miami Beach Senior High School	PR	Middle Principal Henry H. Filer Middle School	PR	
David Ladd	Interim Senior High Principal Law Enforcement Officers' Memorial High School	PR	Middle Principal Madison Middle School	PR	
Ann M. Lewis	K-8 Center Principal Paul L. Dunbar K-8 Center	PR	Elementary Principal North Glade Elementary School	PR	
Philippe J. Napoleon	Interim Middle Principal Madison Middle School	PR	Elementary Principal Miami Park Elementary School	PR	} ADDED
Layda M. Nasr	Senior High Principal iTech@Thomas A. Edison Educational Center	PR	Senior High Principal Law Enforcement Officers' Memorial High School	PR	
Bernard L. Osborne	K-8 Center Principal David Lawrence, Jr. K-8 Center	PR	Middle Principal John F. Kennedy Middle School	PR	

SCHOOL-SCHOOL SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Mary Parton	Middle Principal John F. Kennedy Middle School	PR	K-8 Center Principal David Lawrence, Jr. K-8 Center	PR
Amrita J. Prakash	Elementary Principal Poinciana Park Elementary School	PR	Exceptional Education Principal Bruce Ball Educational Center	PR
Raymond J. Sands	Elementary Principal North Glade Elementary School	PR	K-8 Center Principal Charles R. Drew K-8 Center	PR
Rennina L. Turner	Middle Principal Andover Middle School	PR	Senior High Principal Miami Jackson Senior High School	PR
Marchel D. Woods	Elementary Principal Toussaint L'Ouverture Elementary School	PR	K-8 Center Principal Carrie P. Meek/Westview K-8 Center	PR

ADDED

ADDED

SCHOOL-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>
Earl A. Allick	Middle Assistant Principal Georgia Jones-Ayers Middle School	AP	Elementary Assistant Principal Lillie C. Evans K-8 Center	AP

SCHOOL-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>
Cortnye S. Arce	Middle Assistant Principal Palm Springs Middle School	AP	Elementary Assistant Principal Linda Lentin K-8 Center	AP
Victoria Carballo-McBath	Temporary Elementary Assistant Principal Dante B. Fascell Elementary School	AP	Elementary Assistant Principal Avocado Elementary School	AP
Forrest A. Cutler	Assistant Principal, Adult Education Hialeah-Miami Lakes Adult & Community Education	AP	Assistant Principal, Vocational Technical Miami Lakes Educational Center & Technical College	AP
Lenere J. Dawkins	Middle Assistant Principal Madison Middle School	AP	Middle Assistant Principal Georgia Jones-Ayers Middle School	AP
David E. Diaz	Elementary Assistant Principal Lillie C. Evans K-8 Center	AP	Middle Assistant Principal Palm Springs Middle School	AP
Eli H. Dobson	Assistant Principal, Adult Education Miami Sunset Adult Educational Center	AP	Assistant Principal, Adult Education Miami Jackson Adult Education Center	AP

ADDED

SCHOOL-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>	
Eduardo Fernandez	Elementary Assistant Principal Miami Gardens Elementary School	AP	Elementary Assistant Principal James H. Bright/J.W. Johnson Elementary School	AP	} ADDED
Nikeyta C. Jackson	Temporary Elementary Assistant Principal Fienberg/Fisher K-8 Center	AP	Elementary Assistant Principal Fienberg/Fisher K-8 Center	AP	
Bertholly I. LaFrance	Senior Assistant Principal Miami Beach Senior High School	AP	Elementary Assistant Principal Edison Park K-8 Center	AP	} ADDED
Niurka R. Martinez-Madrigal	Elementary Assistant Principal Miami Lakes K-8 Center	AP	Elementary Assistant Principal Miami Gardens Elementary School	AP	
Stanley L. Nelson	Elementary Assistant Principal Lorah Park Elementary School	AP	Senior Assistant Principal Miami Central Senior High School	AP	
Malcolm E. Nicholas	Senior Assistant Principal Miami Central Senior High School	AP	Senior Assistant Principal Law Enforcement Officers' Memorial Senior High School	AP	

SCHOOL-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>
Freddie L. Robinson	Assistant Principal, Adult Education Miami Jackson Adult Education Center	AP	Assistant Principal, Adult Education Miami Sunset Adult Educational Center	AP
Manuel Ruiz	Assistant Principal, Vocational Technical D.A. Dorsey Technical College	AP	Assistant Principal, Adult Education Hialeah-Miami Lakes Adult & Community Education	AP
Jeanette Sierra-Funcia	Middle Assistant Principal Ponce de Leon Middle School	AP	Elementary Assistant Principal Coral Gables Preparatory Academy	AP
Kelvin E. Smith	Middle Assistant Principal Brownsville Middle School	AP	Senior Assistant Principal Miami Killian Senior High School	AP

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>
Jaquelyn Calzadilla	Outside Candidate	--	Media Relations Director Office of Communications	21
Jennifer L. Guilamo	Curriculum Support Specialist Education Transformation Office	--	District Supervisor, Instructional Support Education Transformation Office	21

NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Lillian P. Harmon	Curriculum Support Specialist Education Transformation Office	--	District Supervisor, Instructional Support Education Transformation Office (Grant Funded)	21
Shavon M. Jefferson	Outside Candidate	--	District Analyst Division of General Accounting	17
Shewana P. Sanders	Treasurer High School North Miami Senior High School	--	District Analyst Division of General Accounting	17
Lilibet Sosa	Teacher Hialeah-Miami Lakes Senior High School	---	District Supervisor, Instructional Support Education Transformation Office (Grant Funded)	21

ADDED

NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
SCHOOL POLICE

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Beatriz Peraza	Sergeant Miami-Dade Schools Police Department	--	Police Commander Miami-Dade Schools Police Department	S2
William Tagle	Police Commander Miami-Dade Schools Police Department	S2	Police Major Miami-Dade Schools Police Department	S3

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>
Stacey Adderly	Business Management Assistant School Operations/ABC	--	Transportation Operations Manager Department of Transportation	36
Bryan Ceglarek	Treasurer High School New World School of the Arts	--	Coordinator I, Construction Maintenance Facilities Operations, Maintenance	40
Arley Elias	Business Management Assistant Client & Business Services	--	Communication Analyst I Client & Business Services	39
Marta Larrasquito	Field Operations Specialist Department of Transportation	--	Transportation Operations Manager Department of Transportation	36
Eric R. Moyer	Electrician II (Journeyman) Maintenance	--	Coordinator I, Construction Maintenance Facilities Operations, Maintenance	40
Sylvia Walthour	School Bus Route Manager Department of Transportation	--	Transportation Operations Manager Department of Transportation	36

ADDED

ADDED

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the recommendation for appointments, lateral transfers to be effective July 13, 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.

<i>SALARY RANGE</i>			
<i>MEP</i>		<i>SCHOOL POLICE</i>	<i>DCSAA</i>
PR	PDCM	S3 \$108,384 - \$139,160	40 \$ 50,364 - \$ 89,065
21	\$ 75,669 - \$124,000	S2 \$ 87,849 - \$128,775	39 \$ 47,970 - \$ 84,826
VP	\$ 78,902 - \$100,658		36 \$ 41,432 - \$ 73,267
AP (12m)	\$ 76,792 - \$ 96,792		
AP (10m)	\$ 71,854 - \$ 91,854		
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.