

Jose L. Dotres, Chief Human Capital Officer
Office of Human Capital Management

**SUBJECT: REQUEST FOR APPROVAL OF SUPERINTENDENT'S
REALIGNMENT, RESTRUCTURING, AND REORGANIZATION**

1. APPROVE THE PROPOSED REORGANIZATION AND RESTRUCTURING OF SELECT DISTRICT OFFICES
2. APPROVE THE CLASSIFICATION AND/OR ESTABLISHMENT OF SELECT MANAGERIAL EXEMPT PERSONNEL (MEP) AND DADE COUNTY SCHOOL ADMINISTRATORS' ASSOCIATION (DCSAA) POSITIONS
3. APPROVE CHANGES TO THE TITLE, PAY GRADE, AND/OR MINIMUM QUALIFICATIONS FOR SELECT MEP AND DCSAA POSITIONS
4. APPROVE THE RESTORATION OF A TRADITIONAL 12-MONTH WORK YEAR FOR ESSENTIAL EMPLOYEES DURING SPRING AND WINTER RECESS WINDOWS TO ENSURE UNINTERRUPTED DISTRICT SERVICES
5. AUTHORIZE THE SUPERINTENDENT TO REVISE THE PRINCIPAL DIFFERENTIATED COMPENSATION MODEL (PDCM) AS PER THE RECOMMENDATIONS MADE BY THE PDCM COMMITTEE
6. APPOINT, ASSIGN, AND/OR RECLASSIFY MEP AND DCSAA PERSONNEL
7. AUTHORIZE THE SUPERINTENDENT TO MAKE MINOR PERSONNEL ADJUSTMENTS TO EFFECTUATE THIS REORGANIZATION

COMMITTEE: PERSONNEL SERVICES AND STUDENT AND SCHOOL SUPPORT

LINK TO STRATEGIC

BLUEPRINT: EFFECTIVE AND SUSTAINABLE BUSINESS PRACTICES

Authorization of the Board is requested to approve the Superintendent's realignment, restructuring, and reorganization. In accordance with Florida Statute Sections 1001.49 and 1012.27; School Board Policies 1120, 1120.01, 1121, 1130.01, and 4120.01; and the District's collective bargaining agreements, it is within the Superintendent's authority to recommend to the Board for approval, a realignment, restructuring, and reorganization within the District.

Revised
D-22

Miami-Dade County Public Schools (M-DCPS) is at the forefront of the national and state educational landscape through its commitment to investing in innovation, infrastructures, and human capital. This investment ensures rigor, access, and efficiency in educational programs, initiatives, business practices, and operations. The Vision 20/20 Strategic Blueprint positions M-DCPS to realize its ultimate vision of providing a world class education for every student by directly linking key bureau and department functions to a singular goal: student achievement. Throughout the 2016-2017 school year, the District has met and exceeded objectives delineated in the Strategic Blueprint priorities. Significant milestones aligned to the Blueprint have been accomplished as follows:

- Miami-Dade school grades mark a milestone: the elimination of all F-rated district schools; 94% of schools were graded an "A," "B," or "C,"; 66% were rated an "A" or "B";
- A record 80.4% graduation rate, exceeding the average of other large Florida school districts;
- National Academic Foundation (NAF) Academies received more distinguished awards than any other school district in the nation;
- The receipt of a record 42 National Magnet Merit Awards, outperforming all other school districts for a sixth consecutive year and adding 59 new choice/magnet programs, bringing the total to nearly 600;
- The distribution of 35,000 additional digital devices to students, bringing the total number to 140,000 since the initial launch of the Digital Convergence initiative;
- The installation of an additional 900 interactive boards in classrooms across the District as well as over 8,000 desktop computers for teachers;
- More than 500 Pre-K students at 20 elementary schools received laptops to use at home with free internet access;
- The recipient of the Certificate of Achievement for Excellence in Financial Reporting by the Government Finance Officers' Association of the U.S. and Canada for the thirty-second consecutive year;
- Awarded the coveted Trusted Learning Environment Seal for implementing student data privacy protections;
- General Obligation Bond (GOB) expenditures and contracted work totaled \$550.3 million, with more than 148 projects completed to date.

ADDED

M-DCPS continues to improve efficiencies and business practices and reduce operating costs, while maintaining current service levels to all stakeholders and meeting the demands of an evolving educational landscape, competitive global economy, and diverse workforce.

In an effort to meet these demands, several District bureaus/departments are realigning personnel functions and streamlining business practices to maximize efficiencies and eliminate redundancies, while preserving an exceptional customer service experience for students and stakeholders. Simply put, fewer professionals are doing more with less while accomplishing better results. In today's competitive public and private education marketplace, retaining talent has become one of our District's top priorities.

This Board item proposes personnel actions that will yield a savings of approximately \$1 million dollars resulting from a reduction in direct salary and benefits. This is a net amount from the reduction in select positions currently in central office locations, along with the other detailed actions in this item.

Realignment and Restructuring

The proposed restructuring will better align District operations with the goals outlined in the Vision 20/20 Strategic Blueprint and improve the overall organization by:

- Adjusting staffing levels and reporting lines to ensure alignment with current workloads and bureau/department priorities;
- Investing in human capital strategies to establish a competitive workplace in a diverse educational landscape and global economy.
- Ensuring uninterrupted District services during spring and winter recess windows through the restoration of a traditional 12-month work year for essential employees.
- Revising the Principal Differentiated Compensation Model (PDCM), as per the cost neutral recommendations of the PDCM Committee, that include modification to the School Profile Supplements to reflect current demographics, and revisions of procedures to maintain equity when assignments are changed and salary adjustments are necessary. Details of the committee recommendations will be provided under separate cover.

ADDED

The following bureau departments will be impacted as part of this realignment:

Academics and Transformation

Information Technology Services

Information Technology Services (ITS) is responsible for supporting student achievement by deploying and managing efficient technology solutions for both students and staff. From developing tools to monitor academic performance and progress, to ensuring proper integration of external products like ASPEN, SAP, and TeacherMatch with existing M-DCPS systems, each of ITS functions directly impacts nearly every facet of the District's operations. Another evolving and growing activity is to provide a secure and safe technical environment that protects students, employees and their data.

The proposed realignment ensures that ITS is equipped with adequate resources to provide continuous support for the District's ever-evolving technology needs. Phase I of this realignment was brought as part of SP-1 from July 2016, and facilitates the retention of current employees with a wealth of institutional knowledge and technical expertise. Having enabled M-DCPS to successfully transition between technology platforms in the past, these individuals will prove indispensable in the future. In addition, ITS' realignment will allow M-DCPS to establish itself as a competitive employer for individuals whose skills are currently in high demand within both the public and private sectors. The retention of

such individuals will enable ITS to provide additional user training and development for staff across M-DCPS, ensuring everyone is truly maximizing the use of the technology.

Lastly, the proposed realignment to ITS will increase capacity within the Department to adequately support the development and maintenance of the District's industrial-sized network, an endeavor that will support 40 gigabits throughput of data to seamlessly connect approximately 500 work locations. As a result of this endeavor, students and staff will have increased access to online educational platforms and applications to support core instruction as well as differentiated intervention and enrichment opportunities.

School Operations

Food and Nutrition

The District's Department of Food and Nutrition is a \$190 million annual operation, serving over 50 million student meals each year at over 360 schools and serving sites, employing 3,000 District food service personnel. The department has significantly expanded student meal services to include afterschool meal programs in over 220 schools, infant and toddler meals in all Head Start and Early Head Start Programs, summer meal services, and mobile meal break spots throughout the community, fresh fruit and vegetable grants in low-income elementary schools, and a mobile Food Truck serving meals on campus and throughout the community year round.

ADDED

The department has re-branded school food services by leveraging resources to create and support nutrition education programs, eco-sustainability initiatives and has forged community partnerships and alliances to provide expanded health learning opportunities for students and staff throughout the District.

Reflecting the increased responsibilities and broadened scope of programs and services provided, the functional alignment also achieves an integrated, organizational approach for continuous improvement in District meal services and health programs. The advanced use of technology, including on-line meal payments and cafeteria purchase history has been implemented to assist and inform parents, automate meal benefit applications, and streamline approval processes in an effort to reduce wait time for eligible families and minimize workloads for school site administration and front office personnel. The functional alignment maximizes the capacity of existing staff to deliver training, increase monitoring and implement new technology systems without adding additional personnel.

Transportation

The Department of Transportation seeks to establish a functional alignment and reflect the enhanced scope of responsibilities which include facility upgrades and implementation of new technology.

This alignment achieves an integrated, organizational approach for the implementation

and deployment of new technology, while achieving improved accountability and information management to enhance efficiencies inclusive of pupil transportation services and District-wide fleet maintenance services. The establishment of a District Director of Vehicle Maintenance will provide parity and enhanced capacity of current qualified staff for the training, technical oversight and administrative responsibilities over the maintenance of the District-owned and operated school bus and support fleet, as well as the installation and maintenance of the Wi-Fi hardware and the deployment of new technological hardware to support Global Positioning Satellite (GPS) systems.

Human Capital Management

The Office of Human Capital Management (HCM) continues to strive to recruit and hire the most qualified personnel, develop them deliberately, and retain them strategically as prioritized in Vision 20/20. In an effort to adequately staff all schools with high quality instructional and non-instructional personnel in the wake of a national teacher shortage and ensure an equitable distribution of high quality teachers in fragile schools, HCM is realigning its functions to expand its focus on the acquisition of talent. In addition, HCM will strengthen strategic partnerships, including Board-approved initiatives, develop internal and external teacher pipelines that cultivate the teaching profession, and amplify alternative pathways to certification, positioning M-DCPS as an employer of choice. Retaining a high-quality workforce is an HCM priority and retention strategies include new and early career teacher induction, teacher leadership career lattice structures that enable teacher leaders to lead from the classroom, and career opportunities geared toward professional growth and advancement.

ADDED

Through this realignment, M-DCPS commits to investing in human capital – effectively competing in a diversified and global economy by expanding the scope and strengthening the skillset of the recruitment and staffing departments to better meet the demands of an evolving landscape in the workplace.

Office of Economic Opportunity

At the May 24, 2017 School Board meeting, a commitment was made to fully review the Office of Economic Opportunity (OEO) and bring back a plan to strengthen the ability to meet the needs of the community. Currently, the charge of the OEO includes an expansive set of community-focused and managerial responsibilities. One area of responsibility involves outreach and development of community stakeholders, while the other is compliance-driven; the aim being to increase minority participation in District business programs.

As it relates to community outreach, the OEO is tasked with the leadership and coordination of strategic program development and compliance. It is anchored in strengthening community relationships and engagement, outreach to minority communities and non-profits, addressing community concerns, and working collaboratively with District departments to increase partnerships with underserved communities leading to local economic growth. The OEO also serves as the liaison to

many national, state, and local urban organizations.

In the area of compliance, the OEO must interface with other District departments that are tasked with providing data and information that must be managed, monitored, published, and reported as it relates to small, micro, and women/minority owned businesses through a comprehensive information technology system that interfaces with B2G. This role necessitates the collaboration with the Office of Information Technology, Construction and Facilities, School Operations and Finance ensuring increased access and monitoring of participation of small, micro, and women/minority owned businesses in all areas, inclusive of certification, goal setting, General Obligation Bond (GOB) funded projects and procurement contracts.

Following a careful, deliberate analysis of OEO's functions and responsibilities, as stated at the May 24, 2017 Board Meeting, reporting lines will be realigned to strengthen the compliance functions and improve the outputs, while responding to the community's needs and expectations. Thus, necessitating the establishment of an Economic Equity and Diversity Compliance Officer and an Urban Affairs and Opportunity Officer.

Facilities

Since the passage of the General Obligation Bond (GOB) in 2012, the Office of School Facilities has relied extensively on employment of contracted personnel through the program management contract with Parsons Brinkerhoff to perform project supervision functions. Nevertheless, the scope of work and level of effort of District employees responsible for carrying out the GOB Program has grown significantly. Furthermore, certain positions in the safety, utilities and communications areas have been eliminated due to retirement, and remaining positions must be realigned to maximize operational cost avoidance for utilities and overall efficiencies.

ADDED

Communications

As a result of the rise of social media and the exponential growth and diversification of our community, communication strategies have significantly evolved over the past few years. A simple news release and the occasional news conference no longer suffice. Successful strategies must rely on a multi-pronged approach to disseminate the District's message. A cohesive plan should include press releases, social media outreach, and improved relationships with traditional media outlets. In this competitive environment, we must disseminate information of crucial importance to stakeholders and increase the marketing of innovative programs across all sectors of the community. The limited reorganization in the Communications department will ensure a more seamless collaborative effort across bureaus for consistent narratives to the public that both engage and honestly depict the ongoing, relentless efforts, successes and challenges in M-DCPS.

RECOMMENDED: That effective July 13, 2017, or as soon thereafter as can be facilitated, The School Board of Miami-Dade County, Florida:

1. Approve the proposed reorganization and restructuring of select district offices;
2. Approve the classification and/or establishment of select Managerial Exempt Personnel (MEP) and Dade County School Administrators' Association (DCSAA) positions:
 - a. Economic Equity and Diversity Compliance Officer, Office of the Superintendent, MEP, pay grade 24
 - b. Urban Affairs and Opportunity Officer, Office of Intergovernmental Affairs, Grants Administration (OIAGA), MEP, pay grade 24
 - c. District Director, Communications, Office of Communications, MEP, pay grade 23
 - d. Executive Director, Certification & Teacher Quality Support, Office of Human Capital Management, MEP, pay grade 22
 - e. Director, Food Service Facilities Support, Office of Food, & Nutrition, MEP, pay grade 21
 - f. Director, Food & Menu Programs, Office of Food & Nutrition, MEP, pay grade 21
 - g. Director, Food Service Operations, Office of Food & Nutrition, MEP, pay grade 21
 - h. Supervisor, Agenda Office and Administrative Support, Office of the Superintendent, MEP, pay grade 21
 - i. Coordinator, School Operations, Office of School Operations, MEP, pay grade 20
 - j. Supervisor, Food Service Reporting & Fiscal Claims, Office of Food & Nutrition, MEP, pay grade 19
 - k. Nutritional Program Supervisor, Office of Food & Nutrition, DCSAA, pay grade 43
 - l. Graphic Design Specialist, Office of Communications, DCSAA, pay grade 36
3. Approve changes to the title, pay grade, and/or minimum qualifications for the following MEP and DCSAA positions:
 - a. District Compliance Officer, MEP, pay grade 25 to Chief Administrative and Compliance Officer, MEP, pay grade 25
 - b. Employment and Staffing Officer, MEP, pay grade 24 to Employment and Recruitment Officer, MEP, pay grade 24
 - c. Administrative Director, Food and Nutrition, MEP, pay grade 24 to Food & Nutrition Officer, MEP, pay grade 24
 - d. Director, Vehicle Maintenance, MEP, pay grade 21 to District Director, Vehicle Maintenance, MEP, pay grade 23

ADDED

- e. Director, Instructional Staffing, MEP, pay grade 21 to Executive Director, Instructional Staffing, MEP, pay grade 22
 - f. Director, ADSE & Educational Specifications, DCSAA, pay grade 46 to Executive Director, Design and Sustainability, DCSAA, pay grade 47
 - g. Information Systems Design Control Officer, DCSAA, pay grade 44 to Information Technology Auditor, DCSAA, pay grade 44
- 4. Appoint, assign, and/or reclassify MEP and DCSAA personnel;
 - 5. Authorize the Superintendent to revise the Principal Differentiated Compensation Model (PDCM) as per the recommendations made by the PDCM committee; and
 - 6. Authorize the Superintendent to make personnel adjustments to effectuate this reorganization.

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>
Wendy A. Barnett	Senior Assistant Principal Felix Varela Senior High School	AP	Interim Middle Principal W.R. Thomas Middle School	PR
Frederlette Pickett	Elementary Assistant Principal Coral Park Elementary School	AP	Interim Elementary Principal Frances S. Tucker Elementary 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>
Daryl Branton	Senior High Principal North Miami Senior High School	PR	Senior High Principal Miami MacArthur South	PR
Allen Breeding	Middle Principal W.R. Thomas Middle School	PR	Senior High Principal G. Holmes Braddock Senior High School	PR
Orna L. Campbell	Elementary Principal Liberty City Elementary School	PR	Elementary Principal Comstock Elementary School	PR
Yanelys Canales	Elementary Principal North Hialeah Elementary School	PR	K-8 Center Principal Miami Lakes K-8 Center	PR

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>
Annette Degoti	Elementary Principal Frances S. Tucker Elementary School	PR	Elementary Principal Southside Elementary School	PR
Alina Diaz	K-8 Center Principal Caribbean K-8 Center	PR	Senior High Principal International Studies Preparatory Academy	PR
Ebony N. Dunn	Middle Principal Brownsville Middle School	PR	Principal, Alternative Education COPE Center North	PR
Valerie O. Gilchrist	Interim Principal, Alternative Education COPE Center North	PR	Elementary Principal Hibiscus Elementary School	PR
Emirce Guerra	Middle Principal Henry H. Filer Middle School	PR	Exceptional Education Principal Robert Renick Educational Center	PR
Patrick Lacouty	Middle Principal North Miami Middle School	PR	Senior High Principal North Miami Senior High School	PR
Leon P. Maycock	Middle Principal Horace Mann Middle School	PR	Senior High Principal Miami Edison Senior High School	PR

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>
Marcus L. Miller	Senior High Principal Miami MacArthur South	PR	Middle Principal Brownsville Middle School	PR
Carlos Rios	Senior High Principal Miami Jackson Senior High School	PR	Senior High Principal Southwest Miami Senior High School	PR
Maria T. Rodriguez	K-8 Center Principal Ruth K. Broad/Bay Harbor K-8 Center	PR	Senior High Principal Miami Beach Senior High School	PR
Adrian M. Rogers	Elementary Principal Comstock Elementary School	PR	Elementary Principal Liberty City Elementary School	PR
Carlos Salcedo	Interim K-8 Center Principal Miami Lakes K-8 Center	PR	Elementary Principal North Hialeah Elementary School	PR
Scott H. Saperstein	Elementary Principal Virginia A. Boone/Highland Oaks Elementary School	PR	K-8 Center Principal Ruth K. Broad/Bay Harbor K-8 Center	PR
Atunya R. Walker	Elementary Principal Miami Park Elementary School	PR	Elementary Principal Lorah Park Elementary School	PR

ADDED

SCHOOL-SCHOOL SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
VICE/ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Elaine L. Adderly	Elementary Assistant Principal Linda Lentin K-8 Center	AP	Elementary Assistant Principal Gertrude Edelman/Sabal Palm Elementary School	AP
Gelsys M. Alvarez	Temporary Elementary Assistant Principal Dr. William A. Chapman Elementary School	AP	Elementary Assistant Principal Dr. William A. Chapman Elementary School	AP
Nicole Benitez	Elementary Assistant Principal Gateway Environmental K-8 Center	AP	Elementary Assistant Principal Coconut Palm K-8 Academy	AP
Marie R. Bleus	Elementary Assistant Principal Irving & Beatrice Peskoe K-8 Center	AP	Elementary Assistant Principal Dr. Henry W. Mack K-8 Center	AP
Alicia Boyd	Elementary Assistant Principal Redland Elementary School	AP	Elementary Assistant Principal Goulds Elementary School	AP
Beverly Carter Remy	Vice Principal Miami Lakes Education Center and Technical College	VP	Vice Principal North Miami Adult Center	VP

ADDED

SCHOOL-SCHOOL SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
VICE/ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Courtney C. Collier	Senior Assistant Principal Miami Killian Senior High School	AP	Elementary Assistant Principal Gateway Environmental K-8 Center	AP
Eida Herrera	Vice Principal Hialeah-Miami Lakes Adult	VP	Vice Principal Coral Gables Adult Center	VP
Rhonda L. Gaines	Middle Assistant Principal Carol City Middle School	AP	Senior Assistant Principal Miami Carol City Senior High School	AP
Yamilka J. Galue	Senior Assistant Principal Miami Carol City Senior High School	AP	Middle Assistant Principal Carol City Middle School	AP
Kamila C. Lillie-Johnson	Elementary Assistant Principal Dr. Henry W. Mack K-8 Center	AP	Elementary Assistant Principal Irving & Beatrice Peskoe K-8 Center	AP
Tracie McCullough	Vice Principal Coral Gables Adult Center	VP	Vice Principal Hialeah-Miami Lakes Adult	VP
LaJean Reed	Elementary Assistant Principal Goulds Elementary School	AP	Elementary Assistant Principal Redland Elementary 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>	
Claude J. Archer	Director, Instructional Staffing Office of Instructional Staffing & Recruitment	21	Executive Director, Instructional Staffing Office of Instructional Staffing & Recruitment	22	
Humberto Cabanas	Return to the District	--	Director, Facilities Services Office of Capital Improvement Projects	21	
Dennis Carmona	Executive Director, Operations & Records Office of Personnel Operations & Records	22	District Director, Human Resources Office of Personnel Operations & Records	23	
Arlene M. Diaz	Director, Certification Department of Certification	21	Executive Director, Certification & Teacher Quality Support Department of Certification	22	ADDED
Trynegwa Diggs	Senior High Principal Miami Edison Senior High School	PR	Administrative Director Education Transformation Office Office of Academics & Transformation	24	
Meyme Falcone	District Director, Financial Reporting Office of Intergovernmental Affairs & Grants Administration	23	Administrative Director, Intergovernmental Affairs & Grants Administration Office of Intergovernmental Affairs & Grants Administration	24	

NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Manuel S. Garcia	Senior High Principal G. Holmes Braddock Senior High School	PR	Region Administrative Director South Region Office	24
Ana M Gutierrez	District Director, Bilingual Division of Bilingual Programs	23	Administrative Director Office of Academics & Transformation	24
James Hicks	Director, Vehicle Maintenance Department of Transportation	21	District Director, Vehicle Maintenance Department of Transportation	23
Desiree N. Llopiz	Administrative Assistant Office of the Superintendent	20	Supervisor, Agenda Office & Administrative Support Office of the Superintendent	21
Rolando A. Martin	Executive Director, External Communications Office of Communications	22	District Director, Communications Office of Communications	23
Patricia O. Ortega	District Analyst Department of Early Childhood	17	District Supervisor, Instructional Support Department of Early Childhood (Grant Funded)	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>
Sofia Pardo	Staff Specialist Department of General Accounting	18	Coordinator Department of General Accounting	19
Marco A. Perez	Staff Assistant Office of Records/Transcripts Analysis	16	District Analyst Office of Records/Transcripts Analysis	17
Dawn M. Pittman	ERP Team Leader Systems & Programming Services	21	ERP Director Systems & Programming Services	22
Awilda Ruiz Cintron	ERP Analyst Office of the Controller	17	Coordinator Office of Grants Administration	19
John J. Schuster	Administrative Director, Public Relations Office of Communications	24	Executive Director, External Communications Office of Communications	22
Graciela A. Tablada	Fiscal Specialist Office of Risk & Benefits Management	--	ERP Analyst Office of Risk & Benefits Management	17

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>
Edwin Lopez	Police Major Miami-Dade Schools Police Department	S3	Deputy Chief of Police Miami-Dade Schools Police Department	24

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>
Ignacio Cano	Coordinator I, Educational Facilities Governmental Affairs & Land Use	40	Coordinator III, Facility Planning Governmental Affairs & Land Use	42
D. Bruce Phillips	Coordinator III, Facilities Operations Maintenance Service Center 3	42	Supervisor II, Facilities Operations Facilities Operations, Maintenance	44
Alfredo Sardinas	Supervisor II, Recycling and Utilities Administration District Inspections, Operations & Emergency Management	44	Director II, Energy Cost District Inspections, Operations & Emergency Management	46

ADDED

NON-SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Tabitha G. Fazzino	District Compliance Officer Office of Compliance	25	Chief Administrative and Compliance Officer Office of the Superintendent	25
Martha H. Montiel	Administrative Director, Employee Services Office of Human Capital Management	24	Employment & Recruitment Officer Office of Human Capital Management	24
Penny Parham	Administrative Director, Food & Nutrition Department of Food & Nutrition	24	Food & Nutrition Officer Department of Food & Nutrition	24
Reva Vangates	Region Administrative Director South Region Office	24	Region Administrative Director North Region Office	24

ADDED

**RECLASSIFICATION
PROFESSIONAL AND TECHNICAL**

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
William Barimo	Director, ADSE & Educational Specifications Office of Governmental Affairs and Land Use	46	Executive Director, Design & Sustainability Office of Planning, Design & Sustainability	47
Greg Alan Mohr	Project Manager II, Environmental Safety Environmental & Hazards Management	43	Environmental Engineer Safety Environmental & Hazards Management	44

SALARY RANGE

MEP		SCHOOL POLICE	DCSAA	
PR	PDCM	S3	\$	
25	\$106,245 - \$164,000			\$ 67,494 - \$119,351
24	\$101,335 - \$154,000		44	\$ 61,220 - \$108,255
23	\$ 91,335 - \$144,000		43	\$ 58,300 - \$103,094
22	\$ 81,666 - \$134,000		42	\$ 55,532 - \$ 98,200
21	\$ 75,669 - \$124,000		41	\$ 52,889 - \$ 93,525
VP	\$ 78,902 - \$100,658		40	\$ 50,364 - \$ 89,065
AP (12m)	\$ 76,792 - \$ 96,792		39	\$ 47,970 - \$ 84,826
AP (10m)	\$ 71,854 - \$ 91,854		36	\$ 41,432 - \$ 73,267
20	\$ 70,133 - \$114,000		32	\$ 34,097 - \$ 60,300
19	\$ 65,247 - \$ 98,000		31	\$ 32,470 - \$ 57,424
18	\$ 60,633 - \$ 88,000			
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.