

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

- SUBJECT:**
1. REQUEST APPROVAL OF APPOINTMENTS, LATERAL ASSIGNMENTS AND ADJUSTMENT OF COMPENSATION OF MANAGERIAL EXEMPT, PROFESSIONAL AND TECHNICAL PERSONNEL FOR 2017-2018
  2. CHANGE/UPDATE THE MINIMUM QUALIFICATIONS TO A } ADDED  
MANAGERIAL EXEMPT JOB DESCRIPTION

**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.

Furthermore, authorization of the Board is requested to change/update the minimum qualifications to a job description pursuant to Florida Statutes 1001.42 and 1012.22 and in accordance with School Board Policy 1120.01, Managerial Exempt Personnel. } ADDED

**Revised  
D-21**

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

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Donna M. Lewis	Elementary Assistant Principal Banyan Elementary School	AP	Temporary Elementary Principal Phyllis R. Miller Elementary School	PR

} ADDED

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

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Lisa V. Aviles-Knight	Teacher Miami Southridge Senior High School	--	Senior Assistant Principal Felix Varela Senior High School (Effective 08/17/17)	AP
Christopher L. Gutierrez	Teacher Miami Arts Studio 6-12@Zelda Glazer	--	Temporary Middle Assistant Principal Howard D. McMillan Middle School (Effective 08/23/17)	AP
Betsy Knight	Transformation Reading Coach Parkview Elementary School	--	Elementary Assistant Principal Parkview Elementary School (Effective 08/17/17)	AP
Michael W. Windisch	Teacher Rockway Middle School	--	Senior Assistant Principal Miami Lakes Educational Center (Effective 08/17/17)	AP

} ADDED

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

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Carolina Zavala	Curriculum Support Specialist Math/Science/Advanced Academics	--	Temporary Middle Assistant Principal West Miami Middle School (Effective 08/17/17)	AP

**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>
Fred J. Clermont	Senior Assistant Principal iTech@Thomas A. Edison Educational Center	AP	Elementary Assistant Principal Toussaint L'Ouverture Elementary School	AP
Yusimi Hurtado	Elementary Assistant Principal Toussaint L'Ouverture Elementary School	AP	Elementary Assistant Principal Sunset 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>
Karen M. Graham Sewing	Administrative Specialist Federal & State Compliance Office	--	Student Funding Specialist Federal & State Compliance Office	18



**NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Jennifer L. Russell	Curriculum Support Specialist Education Transformation Office	--	District Supervisor, Instructional Support Education Transformation Office (Grant Funded)	21
Ana M. Torres	Curriculum Support Specialist Department of Family Support	--	Director, Community Outreach Florida Diagnostic & Learning Resources System (FDLRS)-Dade Monroe Diagnostics (Grant Funded)	21
Kenia Valdes	Outside Candidate	--	ERP Analyst Assessment, Research & Data Analysis	17

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>
Maria T. Coronado	Payroll Specialist II Office of Payroll	--	Administrative Assistant I, Finance Office of Payroll	34
Brent L. Goins	Coordinator I, Facilities Operations Maintenance Operations	40	Coordinator III, Facilities Operations Facilities Operations Maintenance	42

**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>	
Vanessa Gonzalez	Outside Candidate	--	Supervisor II, Research Services Assessment, Research & Data Analysis	44	} ADDED
Daniel Rodriguez-Aleman	Programmer Assist/Intern Systems & Programming Services	--	Systems Analyst I Systems & Programming Services	39	

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida, approve the:

1. recommendation for appointments, lateral transfers to be effective September 7, 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; and
2. change/update the minimum qualifications to the job description of Controller, MEP, pay grade 25, Office of the Controller. } ADDED

<b>SALARY RANGE</b>			
	<i>*MEP</i>		<i>DCSAA</i>
	25 \$106,245 - \$164,000		44 \$ 61,220 - \$108,255
	21 \$ 75,669 - \$124,000		42 \$ 55,532 - \$ 98,200
AP 10m	\$ 71,854 - \$ 91,854		40 \$ 50,364 - \$ 89,065
	18 \$ 60,633 - \$ 88,000		39 \$ 47,970 - \$ 84,826
	17 \$ 54,858 - \$ 78,000		34 \$ 37,588 - \$ 66,476

<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.