

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 ensure efficient school system operations, and if such modifications are made, a revised Board item will be submitted prior to the Board meeting.

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Aryam A. Alvarez-Garcia	Middle Assistant Principal Glades Middle School	AP	Interim Elementary Principal Kendale Elementary School (Effective 11/03/2017)	PR
Marybel R. Baldessari	Elementary Assistant Principal Gulfstream Elementary School	AP	Interim Elementary Principal Gulfstream Elementary School (Effective 11/03/2017)	PR

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>
Shundra L. Colzie	Teacher Kendale Elementary School	--	Temporary Elementary Assistant Principal Banyan Elementary School (Effective 10/13/2017)	AP
Karen M. Garcia	Reading Coach Fulford Elementary School	--	Temporary Elementary Assistant Principal Silver Bluff Elementary School	AP
Marie M. Parker	Teacher Miami Lakes Middle School	--	Middle Assistant Principal Highland Oaks Middle School (Effective 11/03/2017)	AP

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>
Marsha Rogers	Reading Coach Joe Hall Elementary School	--	Elementary Assistant Principal Gulfstream Elementary School (Effective 11/03/2017)	AP
Noel B. Sanchez	Teacher Rockway Middle School	--	Senior Assistant Principal Hialeah Senior High School (Effective 10/17/2017)	AP

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>
Kathryn B. Guerra	Temporary Elementary Principal Dr. Edward L. Whigham Elementary School	PR	Interim Elementary Principal Dr. Edward L. Whigham Elementary School	PR
Trellany M. Parrish-Gay	Interim Elementary Principal Jesse J. McCrary, Jr. Elementary School	PR	Elementary Principal Jesse J. McCrary, Jr. Elementary School	PR

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>
Veronica Bello	Middle Assistant Principal Highland Oaks Middle School	AP	Elementary Assistant Principal Hibiscus Elementary School (Effective 11/03/2017)	AP

NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
MANAGERIAL EXEMPT

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Cristina Delgado-Ruiz	Educational Specialist Division of Career & Technical Education	--	Instructional Supervisor, Business Education Division of Career & Technical Education	21
Delvin M. Padilla	Procurement Specialist Procurement Management Services	33	Procurement Analyst Procurement Management Services	17

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the recommendation for appointments, lateral transfers to be effective November 16, 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>DCSAA</i>
PR PDCM	33 \$ 35,787 - \$ 63,290
21 \$ 75,669 - \$124,000	
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.