

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>
Armandina Acosta-Leon	Senior Assistant Principal John A. Ferguson Senior High School	AP	Temporary Elementary Principal Wesley Matthews Elementary School	PR
				} ADDED
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
				} DELETED

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>	
Nersa V. Garcia	Teacher Herbert A. Ammons Middle School	--	Middle Assistant Principal Glades Middle School	AP	} ADDED
Christopher L. Gutierrez	Teacher Miami Arts Studio 6-12 @ Zelda Glazer	--	ESE Assistant Principal Ruth Owens Kruse Educational Center	AP	
Marie M. Parker	Teacher Miami Lakes Middle School	--	Middle Assistant Principal Highland Oaks Middle School (Effective 11/03/2017)	AP	
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	
Gloria L. Vega	District Supervisor, Instructional Support Education Transformation Office	21	Temporary Elementary Assistant Principal Dr. Toni Bilbao Preparatory Academy	AP	} ADDED

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
Justin A. Koren	Temporary Senior Assistant Principal Miami Killian Senior High School	AP	Senior Assistant Principal Miami Killian Senior High School	AP
Rosalyn Rodriguez	Temporary Senior Assistant Principal John A. Ferguson Senior High School	AP	Senior Assistant Principal John A. Ferguson Senior High School	AP

ADDED

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>	
Eugene P. Baker	District Director, Systems & Programming Office of Systems & Programming	23	Chief Information Officer Office of Information Technology Services	25	} ADDED
Cristina Delgado-Ruiz	Educational Specialist Division of Career & Technical Education	--	Instructional Supervisor, Business Education Division of Career & Technical Education	21	
Martha M. Diaz	District Director, Budget Management Office of Budget Management	23	Chief Budget Officer Office of Budget Management	25	} ADDED
Paige Lockhart	Outside Candidate	--	Staff Assistant Office of Intergovernmental Affairs, Grants Administration & Community Engagement (Contract)	--	
Delvin M. Padilla	Procurement Specialist Procurement Management Services	33	Procurement Analyst Procurement Management Services	17	
Naila Ramos	Outside Candidate	--	District Analyst Office of Risk & Benefits Management	17	} ADDED

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>
Patrick Salmasi	Return to the District	--	District Coordinator School Choice & Parental Options	19
Ronda A. Vangates	Economic Opportunity Development Officer Office of Economic Opportunity (Contract)	--	Urban Affairs & Opportunity Officer Office of Intergovernmental Affairs, Grants Administration & Community Engagement (Contract)	--
Jana E. Wright	Staff Auditor II Office of Management & Compliance Audits	40	District Supervisor, Financial Operations Department of Early Childhood Programs (Grant Funded)	21

ADDED

NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
PROFESSIONAL TECHNICAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
John H. Bankston	Carpenter II (Journey person) Capital Task Force	--	Coordinator I, Facilities Operations Facilities Operations, Maintenance	40
Armando J. Machado	Senior Project Manager, Network Services Infrastructure & System Support	43	Supervisor, Telecommunication Infrastructure & System Support	44

NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
PROFESSIONAL TECHNICAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>	
Tellise C. Roberts	Procurement Specialist Procurement Management Services	33	Supervisor I, Furniture, Fixtures & Equipment (FF&E) Procurement Management Services	43	} ADDED

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.

SALARY RANGE	
	*MEP
PR	PDCM
25	\$106,245 - \$164,000
23	\$ 91,335 - \$144,000
21	\$ 75,669 - \$124,000
AP 10m	\$ 71,854 - \$ 91,854
19	\$ 65,247 - \$ 98,000
17	\$ 54,858 - \$ 78,000
16	\$ 51,809 - \$ 68,000
	DCSAA
44	\$ 61,220 - \$108,255
43	\$ 58,300 - \$103,094
40	\$ 50,364 - \$ 89,065
33	\$ 35,787 - \$ 63,290

<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.