

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, STUDENT, SCHOOL, AND COMMUNITY 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.

DELETED

**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>
Stephanie M. Tudor	Senior Assistant Principal Alonzo & Tracy Mourning Senior High Biscayne Bay	AP	Interim Middle Principal Lawton Chiles Middle School	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>
Dulce Del Valle	SPED Program Specialist Miami Southridge Senior High School	--	Temporary Senior Assistant Principal John A. Ferguson Senior High School	AP
Kebony J. King	Teacher Miami Norland Senior High School	--	Temporary Senior Assistant Principal Miami Killian 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>
Sharon D. Buie	Teacher/Counselor Division of Student Services	--	Instructional Support Specialist Division of Student Services (Grant Funded)	20

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>
Frank R. Castellon	Instructional Staffing Officer Office of Instructional Staffing	20	Instructional Supervisor, Teacher Incentive/Retention Office of Instructional Staffing	21
Marta Cil-Alvarado	Coordinator III, Site Acquisition & Special Projects Governmental Affairs & Land Use	42	Supervisor, Facilities Management Governmental Affairs & Land Use	20
Jeannette Garcia	Return to the District	--	Director, Contract Compliance Office of Economic Opportunity	21
Zachary Garvin	Instructional Supervisor, Teacher Incentive/Retention Office of Instructional Staffing	21	Executive Director, Curriculum Support Physical Education & Health Literacy	22
Nelson Izquierdo	Middle Principal Lawton Chiles Middle School	PR	Administrative Director, Labor Relations Office of Labor Relations	24
Yodislen S. Martinez	Outside Candidate	--	District Coordinator Florida Diagnostic & Learning Resource Systems (FDLRS) (Grant Funded)	19

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>
Steve W. Stewart	Outside Candidate	--	Director, Contract Compliance Office of Economic Opportunity	21

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>
Michael S. Cupido	Sr. Project Manager, Network Services Infrastructure & System Support	43	Supervisor, Telecommunications Infrastructure & System Support	44
Paul Everett	Foreperson-Plumbers Maintenance Service Center 3	--	Coordinator I, Facilities Operations Facilities Operations, Maintenance	40

ADDED

NON-SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
MANAGERIAL EXEMPT

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Gloria M. Arazoza	Administrative Director, Labor Relations Labor Relations	24	Region Administrative Director Central Region Office	24

NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
CONTRACT

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>	
Torey L. Alston	Return to the District	--	Economic Equity & Diversity Compliance Officer Office of Economic Opportunity (Contract) (Effective 01/31/2018)	--	} ADDED

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

SALARY RANGE

<i>*MEP</i>		<i>DCSAA</i>	
PR	PDCM	44	\$ 61,220 - \$108,255
24	\$101,335 - \$154,000	43	\$ 58,300 - \$103,094
22	\$ 81,666 - \$134,000	42	\$ 55,532 - \$ 98,200
21	\$ 75,669 - \$124,000	40	\$ 50,364 - \$ 89,065
AP 10m	\$ 71,854 - \$ 91,854		
20	\$ 70,133 - \$114,000		
19	\$ 65,247 - \$ 98,000		
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.