

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

**SUBJECT: REQUEST APPROVAL OF ADMINISTRATIVE APPOINTMENTS  
FOR 2018-2019**

**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.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida, approve the recommendation for appointments and lateral transfers to be effective July 26, 2018, 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  
D-21**

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

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>
Janine A. Townsley	Elementary Assistant Principal North Beach Elementary School	AP	Interim Elementary Principal Greynolds Park Elementary School (Effective 07/13/2018)	PR

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

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>	
Jason H. Allen	Elementary Principal Golden Glades Elementary School	PR	Senior High Principal New World School of the Arts (Effective 07/13/2018)	PR	
Yesenia M. Aponte	Elementary Principal Bunche Park Elementary School	PR	K-8 Center Principal Aventura Waterways K-8 Center	PR	} ADDED
Wendy A. Barnett	Interim Middle Principal W.R. Thomas Middle School	PR	Middle Principal W.R. Thomas Middle School	PR	
Victoria E. Bourland	Elementary Principal Bent Tree Elementary School	PR	Elementary Principal Olympia Heights Elementary School	PR	} ADDED
Maria D. DeArmas	Interim K-8 Center Principal Paul L. Dunbar K-8 Center	PR	K-8 Center Principal Paul L. Dunbar K-8 Center	PR	

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

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>	
Julio Fong	Interim Elementary Principal V.A.Boone/Highland Oaks Elementary School	PR	Elementary Principal V.A.Boone/Highland Oaks Elementary School	PR	
Suzet M. Hernandez	Elementary Principal South Miami Heights Elementary School	PR	Elementary Principal Calusa Elementary School	PR	} ADDED
Kevin E. Lawrence	Interim Middle Principal Horace Mann Middle School	PR	Middle Principal Horace Mann Middle School	PR	
Derick R. McKoy	Elementary Principal Eneida M. Hartner Elementary School	PR	Senior High Principal Maritime & Science Technology Academy (MAST)	PR	} ADDED
Lashinda S. Moore	Interim Senior High Principal iTech@Thomas A. Edison Educational Center	PR	Senior High Principal iTech@Thomas A. Edison Educational Center	PR	
Josephine Otero	Senior High Principal Maritime & Science Technology Academy (MAST)	PR	Middle Principal Rockway Middle School	PR	} ADDED



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

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>
Hebert M. Penton	Interim Middle Principal Ponce de Leon Middle School	PR	Middle Principal Ponce de Leon Middle School	PR
Fredrelette B. Pickett	Interim Elementary Principal Frances S. Tucker Elementary School	PR	Elementary Principal Frances S. Tucker Elementary School	PR
Ignacio Rodriguez	Interim Middle Principal Cutler Bay Middle School	PR	Middle Principal Cutler Bay Middle School	PR
Miriame Stewart	Interim Middle Principal North Miami Middle School	PR	Middle Principal North Miami Middle School	PR
Bridgette A. Tate-Wyche	Interim K-8 Center Principal Lillie C. Evans K-8 Center	PR	K-8 Center Principal Lillie C. Evans K-8 Center	PR

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

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>
Leticia Bacallao	Teacher Miami Lakes Middle School	--	Middle Assistant Principal Miami Lakes Middle School	AP

} ADDED

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

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>
Monica M. Canovaca	Teacher Miami Killian Senior High School	--	Senior Assistant Principal Miami Killian Senior High School	AP
Nelmay Silva	Teacher Miami Jackson Senior High School	--	Adult Assistant Principal Miami Jackson Adult Education Center	AP
Nicole M. Somoza	Teacher Hialeah Gardens Senior High School	--	ESE Assistant Principal Robert Renick Education Center	AP
Shekinah G. McIntosh	Teacher Linda Lentin K-8 Center	--	Middle Assistant Principal Carol City Middle School	AP
Roniel Osorio	Senior Assistant Principal North Miami Senior High School	AP	Vice Principal Miami Carol City Senior High School	VP
Arlene L. Pineda	Counselor Hialeah Gardens Middle School	--	Middle Assistant Principal Palm Springs Middle School	AP

ADDED

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

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>	
Dana E. Baugh	Temporary Elementary Assistant Principal Mandarin Lakes K-8 Academy	AP	Elementary Assistant Principal Mandarin Lakes K-8 Academy	AP	
Alicia M. Brown	Elementary Assistant Principal Ben Sheppard Elementary School	AP	Elementary Assistant Principal Hibiscus Elementary School	AP	} ADDED
Nora J. Bueno	Middle Assistant Principal Miami Lakes Middle School	AP	Senior Assistant Principal Barbara Goleman Senior High School	AP	
Laura Carrasco	Elementary Assistant Principal Caribbean K-8 Center	AP	Elementary Assistant Principal Coral Reef Elementary School	AP	
Patricia S. Fleri	Senior Assistant Principal iPreparatory Academy	AP	Middle Assistant Principal Miami Arts Studio 6-12 @Zelda Glazer	AP	
Mary S. Garrastazu	Middle Assistant Principal Palm Springs Middle School	AP	Elementary Assistant Principal Ben Sheppard Elementary School	AP	} ADDED

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

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>	
Chava C. Hart-Thomas	Elementary Assistant Principal Mandarin Lakes K-8 Academy	AP	Elementary Assistant Principal Campbell Drive K-8 Center	AP	
Bertholly I. LaFrance	Elementary Assistant Principal Edison Park K-8 Center	AP	Community School Assistant Principal Auburndale Elementary School	AP	} ADDED
Samuel J. Louis	Elementary Assistant Principal Van E. Blanton Elementary School	AP	Senior Assistant Principal John A. Ferguson Senior High School	AP	
Mimose Morgan-Rose	Senior Assistant Principal Miami Carol City Senior High School	AP	Middle Assistant Principal Thomas Jefferson Middle School	AP	} ADDED
John D. Nathan	Middle Assistant Principal Thomas Jefferson Middle School	AP	Elementary Assistant Principal North Beach Elementary School	AP	
Adam B. Pascual	Temporary Elementary Assistant Principal Caribbean K-8 Center	AP	Elementary Assistant Principal Caribbean K-8 Center	AP	
Daniel T. Ponkey	Senior Assistant Principal Miami Beach Senior High School	AP	Senior Assistant Principal North Miami Senior High School	AP	} ADDED

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

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>
Belkis Puns	Elementary Assistant Principal Citrus Grove Elementary School	AP	Senior Assistant Principal iTech @Thomas A. Edison Educational Center	AP
Michele L. Zakis	Returning from Leave	AP	Elementary Assistant Principal Charles R. Hadley Elementary School	AP

**NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**  
**MANAGERIAL EXEMPT**

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>
Luis A. Bello	K-8 Center Principal Aventura Waterways K-8 Center	PR	Region Administrative Director North Region Office	24
Jon Goodman	Executive Audit Director Office of Management & Compliance Audits	22	Assistant Chief Auditor Office of Management & Compliance Audits (Contract)	--
Sheryl V. Ragoo	Recording Secretary/Historian Office of the Superintendent	--	Administrative Coordinator Board Members Office (Effective 07/11/2018)	18

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>	
Jerome A. Baker	Food Service Quality Assurance Manager Food & Nutrition	--	Manager III, Food Service Food & Nutrition	39	] ADDED
Robin M. Berger	Food Service Employee Development Specialist Food & Nutrition	--	Manager III, Food Service Food & Nutrition	39	
George Cancio	Coordinator, Construction Maintenance Operations	40	Project Manager II, Facilities Construction Facilities Operations, Maintenance	43	
Jorge I. Corrales	Coordinator I, Facilities Operations Maintenance Operations	40	Coordinator III, Facilities Facilities Operations, Maintenance	42	
Nieves Delgado	Food Service Employee Development Specialist Food & Nutrition	--	Manager III, Food Service Food & Nutrition	39	] ADDED
Hilda Jimenez	Coordinator, Construction Maintenance Service	40	Coordinator III, Facilities Operations Facilities Operations, Maintenance	42	
Ana C. Perello	Outside Candidate	--	Administrative Assistant I, Finance Division of General Accounting	34	

**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>
Lance Rigby	Outside Candidate	--	Transportation Operations Manager Department of Transportation	36
Isabel M. Rodriguez	Food Service Employee Development Specialist Food & Nutrition	--	Manager III, Food Service Food & Nutrition	39

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>
Adam R. Lechnir	Executive Director, Strategic Planning School Operations	22	Executive Director, School Budgets Office of Budget Management	22

**SALARY RANGES**  
<http://salary.dadeschools.net/>

<i>*MEP</i>		<i>DCSAA</i>	<i>School Police</i>		
26	\$114,945 - \$174,000	47	\$ 70,866 - \$125,310	S3	\$108,384 - \$139,160
25	\$106,245 - \$164,000	46	\$ 67,494 - \$119,351	S2	\$ 87,849 - \$128,775
24	\$101,335 - \$154,000	45	\$ 64,280 - \$113,662		
PR	PDCM	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	38	\$ 45,691 - \$ 80,798		
20	\$ 70,133 - \$114,000	37	\$ 43,507 - \$ 76,937		
19	\$ 65,247 - \$ 98,000	36	\$ 41,432 - \$ 73,267		
18	\$ 60,633 - \$ 88,000	35	\$ 39,464 - \$ 69,790		
17	\$ 54,858 - \$ 78,000	34	\$ 37,588 - \$ 66,476		
16	\$ 51,809 - \$ 68,000	33	\$ 35,787 - \$ 63,290		
		32	\$ 34,097 - \$ 60,300		
		31	\$ 32,470 - \$ 57,424		
		30	\$ 30,919 - \$ 54,676		

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.