

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

SUBJECT: REQUEST APPROVAL OF SUPERINTENDENT'S REALIGNMENT, RESTRUCTURING, AND REORGANIZATION

COMMITTEE: PERSONNEL, STUDENT, SCHOOL, AND COMMUNITY SUPPORT

LINK TO STRATEGIC

BLUEPRINT: EFFECTIVE AND SUSTAINABLE BUSINESS PRACTICES

Authorization of the Board is requested to approve the Superintendent's realignment, restructuring, and reorganization. In accordance with Florida Statute Sections 1001.49 and 1012.27; School Board Policies 1120, 1120.01, 1121, 1130.01, and 4120.01; and the District's collective bargaining agreements, it is within the Superintendent's authority to recommend to the Board for approval, a realignment, restructuring, and reorganization within the District.

Miami-Dade County Public Schools (M-DCPS) continues the tradition of outstanding achievement at various levels. Throughout the 2017-2018 academic year, the District has met many of the established goals and objectives outlined in the Vision 20/20 Strategic Blueprint and continues to make impressive improvements in student achievement. A summary of the significant milestones accomplished during the 2017-2018 academic year is provided below:

- For the first time in the history of Florida School Performance Grades, Miami-Dade County Public Schools achieved a District-wide grade of "A."
- For the second year in a row, there are no "F"-rated traditional schools in M-DCPS.
- M-DCPS continued to exhibit high levels of achievement on the 2017 National Assessment of Educational Progress. In fact, the District's fourth graders ranked #1 across the nation in Reading and #2 in Mathematics. Significant growth was seen in Reading and Mathematics scale scores for fourth grade students in the District from 2009 to 2017 – a true testament to the District's long-standing commitment to narrowing the gap between high-performing and low-performing students.
- M-DCPS is home to five of the top-rated 100 high schools in the nation and seven schools in Florida's Top 20 (U.S. News & World Report).
- M-DCPS' graduation rate rose to 84.2 percent for the 2016-2017 academic year – the highest rate the school District has achieved since the Florida Department of Education began tracking graduation statistics with modern methods in the late 1990s.
- M-DCPS' students continued to demonstrate success across all content areas and grade levels on the Spring 2018 administration of Florida's statewide assessments. Summing the growth indicators across all exams, an Annual Aggregated Performance measure of 20 points was achieved in M-DCPS, compared to 13 points statewide and 10 or fewer points in other large counties.

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- For the seventh consecutive year, M-DCPS outperformed all other school districts in the nation with its receipt of a record 54 National Magnet Merit Awards from Magnet Schools of America.
- The District has increased the number of resource officers assigned to schools, improved surveillance efforts with security cameras, reduced the number of entry points, and strengthened protocols related to securing buildings and classrooms.
- M-DCPS has increased communication with parents via text messaging, improved information-sharing capabilities among law enforcement agencies, and implemented the use of highly-specialized software to detect social media threats.
- Since the passage of the General Obligation Bond in 2012, more than 400 projects have been completed with dozens more under construction or in the planning stages. The total work completed or under contract exceeds \$660 million, passing the mid-point of the \$1.2 billion investment.
- M-DCPS partnered with Sprint in the "1 Million Project" to distribute 14,000 free wireless devices and provide service to participating students for up to four years while they attend high school.
- Through collaborative partnerships with The Foundation for New Education Initiatives, the County, The Children's Trust, Career Source, and Royal Caribbean, M-DCPS was able to support various student internship programs.

Miami-Dade County Public Schools is committed to remaining at the national forefront of urban education and meeting the demands of an evolving educational landscape, competitive global economy, and diverse workforce. To that end, and considering ongoing economic pressures, several District bureaus/departments are realigning personnel functions and streamlining business practices to further maximize efficiencies and eliminate redundancies while preserving an exceptional customer service experience for students, staff, and community stakeholders.

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This Board item proposes personnel actions that will yield a savings in excess of \$4 million dollars resulting from a reduction in direct salary and benefits. This is a net amount from reduction in select positions currently in central office locations, along with other detailed actions in this item.

Realignment and Restructuring

The proposed restructuring will better align District operations with the goals outlined in the Vision 20/20 Strategic Blueprint and improve the overall organization by:

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- Ensuring the District's operations remain aligned to M-DCPS' singular goal of increasing student achievement and ultimately narrowing the achievement gap;
- Prioritizing safety and security measures for students and employees;
- Enhancing mental health assistance programs to better assess potential risks and address anticipated threats;

- Expanding services and support for students, families, and the school community;
- Adjusting staffing levels and reporting lines to ensure alignment with current workloads and bureau/department priorities;
- Investing in human capital strategies to ensure M-DCPS remains a competitive employment option;
- Improving efficiencies and minimizing redundancies through the strategic reduction of contracted services; and
- Converting select positions to create career ladder opportunities.

Academics and Transformation

M-DCPS offers an array of nationally-recognized programs that are specifically designed to support students and their families. In an effort to continue providing equitable services to these stakeholders, the Office of Academics and Transformation (OAT), through the Division of Early Childhood, Exceptional Student Education, and Title I Programs will assume responsibility for the services provided by the Homeless Assistance Program and The Parent Academy. Division reporting lines and levels of responsibility will be adjusted to allow for the smooth integration of these two new areas into the Division. More specifically, the parent training provided by The Parent Academy will now be overseen by the Department of Family Support Services.

Under the Department of Title I Administration, the responsibilities of the Homeless Assistance Program will be expanded to include support for other at-risk student groups, such as foster children and unaccompanied minors. Dedicated staff within this department will also be assigned to coordinate and monitor the provision of equitable educational services to students, teachers, and parents at non-public schools served by the Title I Grant. These services are a requirement under the federal Every Student Succeeds Act.

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Several areas in the Department of Exceptional Student Education, i.e. Transition Services and the Autism Program, will be realigned and enhanced to increase efficiencies and the quality of services provided to special needs students and their families. In light of these changes, the Division of Early Childhood, Exceptional Student Education, and Title I Programs will now be known as the Division of Student Interventions and Family Support Programs.

Information Technology Services

Information Technology Services (ITS) is responsible for supporting student achievement by deploying and managing efficient technology solutions for all M-DCPS stakeholders. From developing tools that monitor academic performance and progress towards graduation, to ensuring proper integration of external products like ASPEN, SAP, and FOCUS with existing M-DCPS systems, to maintaining a secure technical environment that protects student and employee data, the functions of ITS directly affect nearly every facet of the District's operations.

In order to ensure that ITS is aligned to support the District's vision, the department will be reorganized to better meet the growing technology needs of schools and various departments, including the development and management of safety/security applications to ensure rapid emergency response; maintain a high level of data security; adhere to development standards throughout the various types of technology delivery; and streamline customer support. The functions of ITS will now be organized into the following five areas: Application Development and Client Support; Network, Cybersecurity and Technical Support; Infrastructure and System

User Support; Assessment, Research, and Data Analysis; and Data Security, Governance, and Compliance. This reorganization will realign similar skillsets and disciplines to streamline operations and promote standardization. For example, System User Support (SUS) will be aligned with Infrastructure and Support Service to improve responsiveness by bringing all Tier 1 customer support under one administrator. Additionally, the proposed personnel actions will allow M-DCPS to competitively recruit and retain talent with a critical skillset that will remain in high demand across the public and private sectors.

As a result of the exponential growth in technology and our society's increasing dependence on it, organizations must be equipped with the resources and structures necessary to prevent cyber-attacks and safeguard their data assets. The focus of the new Data Security, Governance, and Compliance Department within ITS will be to develop policies and procedures that will define proper data governance. Data governance and security will ensure that the District continues meeting its legal and ethical obligations and that the confidentiality and integrity of information is maintained.

Communications

Technological advances in our society have changed the way we live, work, and communicate. In the last academic year, the District proved its ability to provide timely and accurate information to all stakeholders in the wake of Hurricane Irma and the tragedy at Marjory Stoneman Douglas High School in Parkland, Florida. As social media continues to evolve and enhance our communication, it is imperative that the District allocate the appropriate resources to effectively leverage this medium to provide critical information during emergencies and help market the wide array of programs and services offered to students, staff, and the community. Under the proposed realignment, the Office of Communications will organize all Media Relations functions under the realm of External Communications and establish the position of Social Media Strategist. This new structure will create a seamless reporting relationship within the Bureau and provide for the distribution of a unified message through media relations, social media, and marketing strategies.

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Economic Opportunity

The District remains committed to addressing historical economic disparities in our community through its efforts in the Office of Economic Opportunity. Over the last 18 months, M-DCPS has prioritized the outreach to local and diverse entities to encourage their participation in the District's many business opportunities. Understanding the importance of providing the appropriate oversight to the certification process for small/micro business enterprises (S/MBE), minority/women-owned business enterprises (M/WBE), and veteran-owned businesses, the role of District Director, Economic Opportunity will be instrumental in enhancing overall customer service delivery and reporting outcomes to key stakeholders.

Facilities and Maintenance

Since the passage of the General Obligation Bond (GOB) in 2012, the Office of School Facilities has relied extensively on contracted personnel to perform project supervision functions through the program management contract with WSP (previously Parsons Brinkerhoff). Nevertheless, the scope of work and level of effort of District employees responsible for implementing the GOB Program has grown significantly, thus necessitating select adjustments within the Bureau.

Certain positions in the areas of safety, utilities, and communications have been vacated due to retirement. Consequently, the Office of District Inspections, Operations, and Emergency

Management will be reconfigured with new leadership and an enhanced focus on energy conservation, including guaranteed energy performance contracting to support increased operational cost avoidance for utilities. The position of District Director, Safety and Emergency Management is being established to focus on enhanced facilities safety codes/requirements, hurricane preparedness, and school traffic planning. The newly established position will have a direct reporting line to the Chief Facilities Officer. Additionally, the position of Administrative Director, Facilities Operations will serve as a liaison to schools to quickly address maintenance and cleanliness issues.

Several positions in the Maintenance Department are also being realigned to address new or expanded functions and increase operational efficiency. A resident maintenance professional saves the School Board money, time, and effort by performing a wide range of services. These individuals ultimately preserve building assets and contribute to the overall safety and security of students and staff. Through this realignment, management is recommending the conversion of existing maintenance positions to the newly-established Resident Mechanic I position. This entry-level position will establish a career ladder opportunity within the District that is mutually beneficial to both the employee and the organization as a whole. Such a model will enable the District to better allocate resources based on regional needs and allows for increased partnership with the District's technical colleges.

These recommendations, when implemented, will result in improved response to facility maintenance needs, effective and efficient delivery of maintenance services, preservation of all capital investments, including the General Obligation Bond Program, and significant cost savings over the previous models.

Financial Services

Financial Services is continuing to leverage technology to enhance the District's business-related functions. Among the software programs that have been implemented and/or upgraded are: SAP, SRM Management System, eSAS, and ICMS, a treasury management system. Under this proposed realignment, staff within several of the Bureau's departments are enabled to utilize and build upon their technical expertise to better meet the customer service needs of the District's many stakeholders.

Human Capital Management

Acknowledging that high-quality human capital is paramount to the District's ability to accomplish its mission, the Office of Human Capital Management (HCM) seeks to realign select departments whose functions are critical to effective staff recruitment and retention. Such adjustments will facilitate the strengthening of strategic partnerships with community organizations to source potential candidates and support the hiring of the most qualified personnel. With a longer-term vision regarding an employee's trajectory within the organization – from initial onboarding through retirement – staff within these departments will be tasked with performing additional functions that broaden the scope of services provided directly to employees and the work locations to which they are ultimately assigned.

In addition to an enhanced focus on the overall employee experience, the integration of several technology platforms within HCM require staff in select departments to assume additional responsibilities to ensure that the District is maintaining qualified and diverse pools of

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prospective non-instructional applicants and complying with all procedures delineated within each bargaining agreement. Similarly, staff will now engage with a system that enables the creation of an employee referral system to improve the District's ability to fill positions that are in high demand.

Intergovernmental Affairs, Grants Administration, and Community Engagement

The Office of Community Engagement is tasked with fostering and maintaining strong relationships with a variety of entities in South Florida, including local chambers of commerce, foundations, and the United Way, to support the District's mission of providing a world-class education to all students. The department also oversees several of the District's most notable engagement programs, such as Dade Partners, student internship and mentoring programs, school volunteer programs, and select employee recognition programs. As the District has expanded the scope of services it provides to students and families, there has been an increase in the number of partnerships with the broader community.

The Department of Intergovernmental Affairs is responsible for organizing, preparing, lobbying, and implementing the School Board's annual intergovernmental responsibilities at the local, state, and federal levels. Responsibilities at the local level include liaising with representatives from 34 municipalities and collaborating on various education compacts. In light of the factors hindering the adequate funding of public education at both the state and federal levels, there is an increased need to expand efforts to engage legislators and advocate for the District's legislative priorities.

School Police

M-DCPS is one of only a handful of school districts in the state of Florida with its own dedicated law enforcement agency – a testament to the District's long-standing commitment to the safety and security of our students and staff. In light of the Parkland tragedy, the Florida Legislature passed Senate Bill 7026, also known as the Marjory Stoneman Douglas High School Public Safety Act, which calls for significant reforms to provide for safer schools.

As part of its enhanced security measures, the Miami-Dade Schools Police Department (MDSPD) will create a Command Center to serve as the nucleus of the agency and the central point for various digital monitoring platforms, including the assistance of computer-aided dispatching and call taking. The Command Center will become the primary Emergency Operation Center for crisis management and natural disasters. Personnel at the Command Center will monitor the new single-platform camera systems being installed at every single school site for the start of the 2018-2019 school year. Staff will be tasked with monitoring critical incidents throughout the District and receive calls from the MDSPD hotline at 305-995-COPS. In addition, they will be required to remotely access historical data and footage on incidents when both criminal and non-criminal allegations are made. Command Center staff will be required to communicate with all 25 municipalities that have school sites in their jurisdictions and serve as the liaison with outside agency command centers concerning all matters related to school safety. More importantly, they will communicate real-time data to School Resource Officers (SRO) regarding criminal incidents, including active shooter threats, and work with detectives on the vetting of social media threats. Finally, personnel will remotely monitor mandatory active shooter drills at school sites and allow for MDSPD command staff to monitor SRO involvement, if and when needed.

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School Operations

Department of Mental Health Services

In addition to specific requirements involving law enforcement personnel, Senate Bill 7026 addresses school safety, in part, through the provision of a Mental Health Assistance Allocation and requires a comprehensive District implementation plan. Currently, M-DCPS utilizes a data-rich, three-tiered approach that moves through a progression of support to meet the unique academic, behavioral, and mental health needs of all students within the District.

To fully implement the Mental Health Assistance Allocation Plan, the District will establish the Department of Mental Health Services. The newly-established department will be responsible for the coordination and monitoring of student mental health referrals, District and community resources, and delivering evidence-based mental health care and treatment for M-DCPS students. This Department will ensure referred students are accessing services and will assist in removing barriers that may hinder treatment. The Department will also oversee the development of programs that support efforts to identify, report, and prevent bullying; provide sensitivity training in the areas of race, gender, social economic status, linguistic differences, and disability; and promote a culture of respect. Additionally, the Department will ensure that professional development requirements related to mental health are effectively implemented and monitored with fidelity.

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To ensure that services to students and families are delivered with fidelity, the Department will hire, deploy, and supervise a cadre of 30 mental health and social work professionals. These individuals will expand support in elementary, K-8, middle, and senior high schools and provide greater flexibility to address serious mental health concerns as they arise. They will help conduct risk and threat assessments, assess the need for further diagnosis, and provide training and leadership for School Safety Teams. These employees will assist and support students and families with social, emotional, and physical development needs to ultimately enhance and maximize student success.

RECOMMENDED: That effective July 26, 2018, or as soon thereafter as can be facilitated, The School Board of Miami-Dade County, Florida:

1. Approve the proposed reorganization and restructuring of select district offices.
2. Approve the classification and/or establishment of select Managerial Exempt Personnel (MEP) and Dade County School Administrators' Association (DCSAA) positions:
 - a. Administrative Director, Application Development & Client Support, MEP, pay grade 24, Office of Application Development & Client Support
 - b. District Director, OEO, MEP, pay grade 23, Office of Economic Opportunity (OEO)
 - c. Executive Director, Energy & Communications, MEP, pay grade 22, Office of District Inspections, Operations & Emergency Management
 - d. Director, Facilities Safety, MEP, pay grade 21, Division of Safety & Emergency Management
 - e. Supervisor, Payroll, MEP, pay grade 20, Office of Payroll
 - f. HR Staffing Coordinator, MEP, pay grade 19, Office of Non-Instructional Staffing
 - g. Treasury Compliance Specialist, MEP, pay grade 18, Office of Treasury Management
 - h. Social Media Strategist, DCSAA, pay grade 34, Office of Communications
3. Approve changes to the title, pay grade, and/or minimum qualifications for the following MEP and DCSAA positions:
 - a. Family Liaison Officer, MEP, pay grade 23 to MEP, pay grade 24
 - b. Chief Information Security Officer, MEP, pay grade 21 to Executive Director, Information Security, MEP, pay grade 22
 - c. Director, MEP, pay grade 21 to Executive Director, Non-Instructional Staffing, MEP, pay grade 22
 - d. Director, Recruitment, MEP, pay grade 21 to Executive Director, Instructional Recruitment, MEP, pay grade 22
 - e. District Director, Stores & Mail Distribution/Maintenance Material Management, MEP, pay grade 23 to Executive Director, Stores & Mail Distribution/Maintenance Material Management, MEP, pay grade 22
4. Authorize the sunset of the Administrative Assistant to School Board Members Salary Schedule (X1) to allow greater flexibility within budgetary parameters.
5. Appoint, assign, and/or reclassify MEP and DCSAA personnel.
6. Authorize the Superintendent to make minor personnel adjustments to effectuate this reorganization.

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SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Veronica Bello	Elementary Assistant Principal Hibiscus Elementary School	AP	Interim Elementary Principal Hibiscus Elementary School	PR
Andrija A. Harrison	Vice Principal Miami Carol City Senior High School	VP	Interim Elementary Principal Golden Glades Elementary School	PR

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>
Yvonne D. Perry	Elementary Principal Holmes Elementary School	PR	Elementary Principal Miami Park Elementary School	PR
Carol R. Sampson	Elementary Principal Kelsey Pharr Elementary School	PR	Middle Principal Georgia Jones-Ayers Middle School	PR

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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>
Sally J. Alayon	Region Administrative Director North Region	24	Assistant Superintendent, Educational Services School Operations	25

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>
Debra Albo-Steiger	Coordinator, Student Services NCLB Parental Choice Options	19	Director, Community Outreach NCLB Parental Choice Options – Homeless/At-Risk Assistance Program (Grant Funded)	21
Julio C. Arana	Director, Non-Instructional Staffing Office of Non-Instructional Staffing	21	Executive Director, Non-Instructional Office of Non-Instructional Staffing	22
Carlton E. Baker	ERP Analyst Data Security & Technical Services	17	SAP Functional Support Analyst Data Security & Technical Services	18
Adrian Bureu	Web & Mobile Developer Client & Business Services (Contracted)	--	Digital Convergence Web & Mobile Application Developer Client & Business Services	19
Elizabeth Chardon	Returning to the District	--	Executive Director, Life Skills Department of Adult & Career Technical Education	22

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>
Sarah C. Chatel	District Supervisor, Instructional Support Education Transformation Office	21	Executive Director, Curriculum Education Transformation Office (Grant Funded)	22
Patricia A. Cunningham	Supervisor, Compensation Office of Compensation Administration	20	Director, Compensation Administration Office of Compensation Administration	21
Maidilyn Falcon	ERP Analyst Office of Non- Instructional Staffing	17	HR Staffing Coordinator Office of Non- Instructional Staffing	19
Jorge Fernandez	District Director, Technology Delivery Client & Business Services	23	Administrative Director, Application Development & Client Support Client & Business Services	24
Roberto S. Fernandez	ERP Analyst Office of Treasury Management	17	Treasury Compliance Specialist Office of Treasury Management	18
Ana I. Flores	Director, Recruitment Office of Instructional Recruitment & Staffing	21	Executive Director, Instructional Recruitment Office of Instructional Recruitment & Staffing	22

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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>
Alina Gallego	School Social Worker Department of Family Support Services	--	Director, Community Outreach Department of Family Support Services	21
Patricia Garcia	Web & Mobile Developer Client & Business Services (Contracted)	--	Digital Convergence Web & Mobile Application Developer Client & Business Services	19
Lynda K. Green	Supervisor, Facilities Management Facilities Operations, Maintenance	20	Director, Facilities Services Facilities Operations, Maintenance	21
Dario Guerra	Treasury Supervisor Office of Treasury Management	20	District Supervisor, Financial Operations Office of Treasury Management	21
Eduardo Hernandez	Executive Director, Support Services Client & Business Services	22	District Director, Systems & Programming Client & Business Services	23
Cathey Isahuri	Curriculum Support Specialist Education Transformation Office	--	District Supervisor, Instructional Support Education Transformation Office (Grant Funded)	21

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>
Diana Izquierdo	ERP Team Office of Payroll	19	Supervisor, Payroll Office of Payroll	20
Jerry D. Jerome	ERP Analyst Data Security & Technical Services	17	SAP Functional Support Analyst Data Security & Technical Services	18
Carlos Limon	Director, Materials Management Stores & Mail Distribution	21	Executive Director, Stores & Mail Distribution/Maintenance Material Management Stores & Mail Distribution	22
Vanessa Lopez	Marketing Supervisor Office of Communications	19	Director, Marketing Office of Communications	21
Niesha R. Mack	Returning to the District	--	Instructional Supervisor, School Operations School Operations	21
Edward A. McAuliff	Chief Information Security Officer Data Security & Technical Services	21	Executive Director, Information Security Data Security & Technical Services	22

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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>
Georgina P. Mederos	Curriculum Support Specialist Department of Exceptional Student Education	--	Instructional Support Specialist Department of Exceptional Student Education-ASD Programs (Grant Funded)	20
Denise Mincey Mills	Executive Director, Economic Opportunity Office of Economic Opportunity	22	District Director, OEO Office of Economic Opportunity	23
Dwayne K. Mingo	Supervisor, Facilities Management Facilities Operations, Maintenance	20	Director, Facilities Services Facilities Operations, Maintenance	21
Robin J. Morrison	Executive Director, ESE Department of Exceptional Student Education	22	District Director, Alternative Education School Operations	23
Jeffrey A. Muehlfeld	ERP Director Systems & Programming Services	22	District Director, Systems & Programming Services Systems & Programming Services	23
Yenier Otero Chiang	Application Support Specialist Client & Business Services	16	Systems Engineer Client & Business Services	18

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>
Giselle Perdomo	ERP Analyst Office of Treasury Management	17	Treasury Compliance Specialist Office of Treasury Management	18
Eva M. Regueira	Director, Intergovernmental Affairs & Grants Administration Office of Intergovernmental Affairs, Grants Administration, & Community Engagement	21	Executive Director, Intergovernmental Affairs, Grants Administration Office of Intergovernmental Affairs, Grants Administration, & Community Engagement	22
Angel L. Rodriguez	Family Liaison Officer Department of Family Support Services	23	Family Liaison Officer Department of Family Support Services	24
Stacy L. Rolle	ERP Analyst Office of Non-Instructional Staffing	17	HR Staffing Coordinator Office of Non-Instructional Staffing	19
Paul Smith	District Director, Data Security & Technical Services	23	Administrative Director, Business & Operational Services Data Security & Technical Services	24
Valerie G. Staten	Sergeant Miami-Dade Schools Police Department	--	Police Commander Miami-Dade Schools Police Department	S2

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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>
Henry D. Tablada	ERP Analyst Office of Non-Instructional Staffing	17	HR Staffing Coordinator Office of Non-Instructional Staffing	19
Lisa E. Thurber	District Director, Community Services Office of Intergovernmental Affairs & Grants Administration (OIAGA)	23	Administrative Director, OIAGA Office of Intergovernmental Affairs & Grants Administration (OIAGA)	24
Edward Torrens	Sergeant Miami-Dade Schools Police Department	--	Police Commander Miami-Dade Schools Police Department	S2
Angie Torres	Instructional Supervisor, Autism Services Department of Exceptional Student Education	21	Executive Director, ESE Department of Exceptional Student Education (Grant Funded)	22
John Whitehead	Assistant Superintendent, Facilities Operations District Inspections, Operations, & Emergency Management	25	District Director, Facilities Operations Building Operations	23
Jason Zabka	Outside Candidate	--	WLRN Radio Program Director Office of Communications	17

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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>
Alexis Martinez	Region Administrative Director School Operations	24	Administrative Director, Facilities Operations District Inspections, Operations, & Emergency Management	24
Luis Martinez	Executive Director, Labor Relations Office of Human Capital Management	22	Executive Director, Energy & Communications District Inspections, Operations, & Emergency Management	22
Melanie E. Megias	Middle Principal Rockway Middle School	PR	Executive Director, Labor Relations Office of Human Capital Management	22
Renny L. Neyra	District Director, Community Services The Parent Academy	23	District Director, Alternative Education Department of Adult & Career Technical Education	23
Nouchka Placide	Staff Assistant Office of Economic Opportunity	16	Staff Assistant School Operations	16

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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>
Rusty Ball	Coordinator III, Capital Budget Capital Construction Budgets & Control	42	Supervisor II, Capital Construction Budgets Capital Construction Budgets & Control	44
Elie Belony	District Administrative Assistant HR Information Services	--	Manager III, Facilities Operations Facilities Operations, Maintenance	39
Charlene M. Bentley	Field Operations Specialist Department of Transportation	--	Transportation Operations Manager Department of Transportation	36
Jacqueline L. Brinson	Manager III, Plant Operations Plant Operations	39	Coordinator II, Plant Operations Plant Operations	41
Pedro Fleitas	Sr. Programmer Analyst Department of Food & Nutrition	37	Systems Programmer I Department of Food & Nutrition	39
Ruben Gomez	Digital Communications Specialist Office of Communications	32	Social Media Strategist Office of Communications	34
Caridad O. Menendez	Coordinator II, Payment Process Capital Construction Budgets & Control	41	Coordinator III, Capital Budgets Capital Construction Budgets & Control	42

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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>
Angelique D. Mozone	Transportation Operations Manager Department of Transportation	36	Coordinator III, Transportation Operations Department of Transportation	42
Juan Carlos Nelson	Sr. Systems Analyst I Data Security & Technical Services	41	Sr. Network Analyst Data Security & Technical Services	42
Mark A. Tracey	Coordinator I, Facilities Operations Facilities Operations, Maintenance	40	Coordinator III, Facilities Operations Facilities Operations, Maintenance	42
Arnold M. Velazquez	Supervisor II, Facilities Operations Facilities Operations, Maintenance	44	Director, Facilities Services Facilities Operations, Maintenance	45

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NON-SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
PROFESSIONAL AND TECHNICAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Manuel Gomez	Coordinator III, District Office Operations Building Operations	42	Coordinator III, Facilities Operations Facilities Operations, Maintenance	42

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.