

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, reclassifications, and lateral transfers to be effective September 6, 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
PRINCIPAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>	
Angela M. Holbrook	Senior Assistant Principal Felix Varela Senior High School	AP	Temporary K-8 Center Principal Jane S. Roberts K-8 Center	AP	} ADDED

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
ASSISTANT PRINCIPAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>	
Maria T. Diaz-Gonzalez	Math Coach Auburndale Elementary School	--	Temporary Elementary Assistant Principal Hialeah Elementary School	AP	} ADDED
Ariel V. Edwards	Teacher Miami Edison Senior High School	--	Senior Assistant Principal Miami Beach Senior High School (Effective 08/29/2018)	AP	} REVISED
Jessica Fumero	Teacher Coral Gables Senior High School	--	Temporary Middle Assistant Principal West Miami Middle School	AP	} ADDED
Nancy Jimenez	Teacher Ada Merritt K-8 Center	--	Elementary Assistant Principal Ada Merritt K-8 Center	AP	} ADDED

SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
ASSISTANT PRINCIPAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>	
Lakevia D. Ford-White	Elementary Assistant Principal Holmes Elementary School	AP	Elementary Assistant Principal Arcola Lakes Elementary School	AP	} ADDED
Tiffany C. James	Elementary Assistant Principal Arcola Lakes Elementary School	AP	Elementary Assistant Principal Holmes Elementary School	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>	
Charisma H. Hodge	Procurement Analyst Procurement Management Services	17	Director, Procurement Management Procurement Management Services	21	} ADDED
Mariela E. Jimenez-Linaje	Audit Specialist Office of Management & Compliance Audits	19	Audit Manager Office of Management & Compliance Audits	20	
Elvira Sanchez	Charter School Audit Coordinator Office of Management & Compliance Audits	19	District Director, School Audits Office of Management & Compliance Audits (Contracted) (Position reclassified from MEP)	--	

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>	
Michael Hernandez	Audit Specialist Office of Management & Compliance Audits	19	Charter School Audit Coordinator Office of Management & Compliance Audits	19	
Arnold R. Montgomery	Administrative Director, EEAD Office of Educational Equity, Access & Diversity (EEAD)	24	Region Administrative Director Division of Educational Opportunity & Access	24	} 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>	
Milagros Alvarez Ferrer	Food Service Employee Development Specialist Department of Food & Nutrition	--	Manager III, Food Service Department of Food & Nutrition	39	
Jolee Ferguson	Food Service Employee Development Specialist Department of Food & Nutrition	--	Manager III, Food Service Department of Food & Nutrition	39	
Tanya E. Torrence	District Administrative Assistant Office of Language Arts	--	Business Manager George T. Baker Aviation Technical College	38	} ADDED

SALARY RANGES

<http://salary.dadeschools.net/>

<i>*MEP</i>		<i>DCSAA</i>	<i>School Police</i>	<i>Contracted</i>	
26	\$114,945 - \$174,000	47	\$ 70,866 - \$125,310	S3 \$108,384 - \$139,160	\$ 91,335 - \$144,000
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.