

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

SUBJECT: **REQUEST APPROVAL OF:**
1. ADMINISTRATIVE APPOINTMENTS FOR 2018-2019
2. ESTABLISH AND CLASSIFY MANAGERIAL EXEMPT PERSONNEL (MEP) } ADDED

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. Outside candidates must successfully complete any State and District mandated background screening requirements [e.g., fingerprinting (Level II), drug screening] prior to hiring.

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.

Authorization of the Board is requested to establish and classify a new administrative position in accordance with School Board Policy 1120.01, Managerial Exempt Personnel, and with Florida Statutes 1001.42 and 1012.22. } ADDED

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the recommendation for:

1. Appointments, reclassifications, and lateral transfers to be effective March 14, 2019, 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.
2. Establish and classify Executive Director, IT Audits, MEP, Contracted, Office of Management & Compliance Audits

} ADDED

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
PRINCIPAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Ursula J. Garbutt	Senior Assistant Principal American Senior High School	AP	Temporary Senior Principal American Senior High School	PR
Marc W. Schwam	Elementary Assistant Principal Lake Stevens Elementary School	AP	Interim Elementary Principal Lake Stevens Elementary School	PR

} 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>
Kadie Montano	Math Coach South Hialeah Elementary School	--	Temporary Elementary Assistant Principal Phyllis R. Miller Elementary School	AP

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>
Wanda L. Cunningham	Elementary Assistant Principal Crestview Elementary School	AP	Elementary Assistant Principal Lake Stevens Elementary School	AP
Phil A. Mato	Elementary Assistant Principal Eugenia B. Thomas K-8 Center	AP	Middle Assistant Principal Jose de Diego Middle 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>
Joseph M. Bevilacqua	Police Commander Miami-Dade Schools Police Department	S2	Police Major Miami-Dade Schools Police Department	S3
Jeannette A. Martinez	Curriculum Support Specialist Education Transformation Office	--	Temporary District Supervisor, Instructional Support Education Transformation Office (Grant Funded)	21
Sonia Prendergast-Carroll	Outside Candidate	--	Coordinator Division of General Accounting	19
Ivan E. Silva	Police Commander Miami-Dade Schools Police Department	S2	Police Major Miami-Dade Schools Police Department	S3

ADDED

NON-SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
CONTRACTED

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Luis O. Baluja	Executive Director, CIU Office of Management & Compliance Audits	22	Executive Director, IT Audits Office of Management & Compliance Audits	--

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>
Toni S. Ancrum	Administrative Assistant to Cabinet Member Maintenance Operations Administration	--	Manager III, Facilities Operations Facilities Operations, Maintenance	39
McWilliams Brizard	Outside Candidate	--	Coordinator I, Facilities Operations Facilities Operations, Maintenance	40
Danneal Ford	Outside Candidate	--	Temporary Staff Auditor II Office of Management & Compliance Audits	40

ADDED

SALARY RANGES

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

*MEP		DCSAA		School Police		Contracted	
26	\$ 114,945 - \$174,000	47	\$ 70,866 - \$125,310	S3	\$ 108,384 - \$139,160	\$ 81,666 - \$134,000	
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.