

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

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

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.

Furthermore, authorization of the Board is requested to establish and classify, and change the title, paygrade, and/or minimum qualifications to job descriptions in accordance with School Board Policies 1120, Employment of Administrators; 1120.01, Managerial Exempt Personnel, and with Florida Statutes 1001.42 and 1012.22. Copies of the job descriptions will be forwarded to Board Members under separate cover and will be placed on file in the offices of Citizen Information and the Board Recording Secretary.

**Revised²
D-21**

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

1. Appointments and lateral transfers to be effective April 18, 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 WLRN Managing Director of Operations & Finance, MEP pay grade 23, Office of Communications.
3. Change of pay grade status and minimum qualifications for Executive]—REVISED Director, Civilian Investigative Unit, Office of Management & Compliance Audits from MEP pay grade 22 to Contracted.

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
PRINCIPAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Sylvia Coto-Gonzalez	Middle Assistant Principal George W. Carver Middle School	AP	Temporary Elementary Principal Rockway Elementary School (Effective 04/05/2019)	PR
Reandra T. Jordan	Elementary Assistant Principal Coral Way K-8 Center	AP	Temporary Elementary Principal Charles R. Hadley Elementary School (Effective 04/05/2019)	PR
Ramses Ancheta	Community School Assistant Principal Fairlawn Elementary School	AP	Temporary Elementary Principal South Hialeah Elementary School	PR

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>
Monica Alba-Nunez	Teacher Madie Ives K-8 Preparatory Academy	--	Temporary Middle Assistant Principal Highland Oaks Middle School (Effective 04/05/2019)	AP
Mariaceleste Balsano	Teacher North Miami Beach Senior High School	--	Temporary Senior Assistant Principal Alonzo & Tracy Mourning Senior High Biscayne Bay Campus (Effective 04/05/2019)	AP

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>
Lisa E. Bell	Curriculum Support Specialist Office of Professional Development & Evaluation	--	Temporary Elementary Assistant Principal Dr. Frederica S. Wilson/Skyway Elementary School (Effective 04/05/2019)	AP
Gary Downing	Teacher North Miami Senior High School	--	Temporary Middle Assistant Principal Norland Middle School (Effective 04/05/2019)	AP
Ana E. Flores	Teacher Shenandoah Middle School	--	Temporary Middle Assistant Principal George W. Carver Middle School (Effective 04/05/2019)	AP
Valinda Hayes	Teacher Miami Northwestern Senior High School	--	Temporary Senior Assistant Principal Miami Central Senior High School	AP
Leasha A. Hill	Curriculum Support Specialist Education Transformation Office	--	Temporary Elementary Assistant Principal Coral Way K-8 Center	AP
Vivian I. Loriga	Math Coach Gateway Environmental K-8 Learning Center	--	Temporary Elementary Assistant Principal Dante B. Fascell Elementary School (Effective 04/08/2019)	AP

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>
Alexandra M. Rodriguez	Teacher Hialeah Gardens Middle School	--	Temporary Senior Assistant Principal American Senior High School (Effective 04/05/2019)	AP
Jessiann M. Sanchez-Ibanez	Teacher Miami Jackson Senior High School	--	Temporary Elementary Assistant Principal Eugenia B. Thomas K-8 Center	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>
Michael W. Allison	Outside Candidate	--	ERP Analyst Facilities Operations Maintenance	17
Nichole L. Jackson	Hourly Teacher 5000 Role Models	--	Executive Director, School Choice School Choice & Parental Options	22
Kim Campbell	Returning to the District	--	District Coordinator School Choice & Parental Options	19

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>
Tammy T. Reed	Executive Director, Internal Communications Office of Communications	22	Temporary Executive Director, Community Services Office of Urban Affairs & Opportunity	22

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>
				} DELETED
Arley Elias	Communication Analyst I Application Development & Client Support	39	Coordinator II, IT Contracts Application Development & Client Support	41
Errol C. Leandre	Foreperson-Network Infrastructure Infrastructure & System Support	--	Senior Project Manager, Telecommunications Infrastructure & System Support	43
Felix L. Pereira	Returning to the District	--	Systems Analyst I Application Development & Client Support	39

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>
Erick Roque	Returning to the District	--	Senior Programmer Analyst II Assessment, Research & Data Analysis (Grant Funded)	38
Arturo Verdecia	Outside Candidate	--	Graphic Design Specialist Office of Communications	36
Scott M. Zimmatt	Systems Analyst I Application Development & Client Support	39	Project Supervisor I Application Development & Client Support	41

NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
CONTRACTED

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Michele L. Jones	Associate School Board Attorney School Board Attorney's Office	--	Executive Director, Civilian Investigative Unit Office of Management & Compliance Audits	--

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	\$ 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.