

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

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

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 change the title and paygrade on job descriptions in accordance with School Board Policies 1120, Employment of Administrators; 1120.01, Managerial Exempt Personnel; 1600, Job Descriptions, 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. } ADDED

**Revised
D-21**

RECOMMENDED: That The School Board of Miami-Dade County, Florida:

1. Approve the recommendations for appointments and lateral transfers to be effective May 9, 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. Approve the changes to the titles and paygrades of the following MEP positions:
 - a. Chief Facilities Officer, Office of School Facilities, MEP pay grade 26 to Chief Facilities Design & Construction Officer, Office of School Facilities, MEP pay grade 26
 - b. Chief of Staff, Office of the Superintendent, MEP pay grade 25 to MEP pay grade 26
 - c. Maintenance Officer, Office of Facilities Operations-Maintenance, MEP pay grade 25 to Chief Maintenance & Operations Officer, Office of Facilities Operations-Maintenance, MEP pay grade 26

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>
Adrian M. Sanchez	Vice Principal Miami Southridge Senior High School	VP	Temporary K-8 Center Principal Blue Lakes K-8 Center (Effective 04/26/2019)	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>
Teresa Zubizarreta	Elementary Counselor Flagami Elementary School	--	Temporary Elementary Assistant Principal Sylvania Heights Elementary School (Effective 04/26/2019)	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>
Elizabeth Ahorner	Outside Candidate	--	Procurement Analyst Procurement Management Services	17
Juliette Amador	Outside Candidate	--	Application Support Specialist Application Development & Client Support	16

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>	
Victor Alonso	Administrative Director, Design & Sustainability Office of Governmental Affairs & Land Use	24	Eco-Sustainability Officer Office of School Facilities	25	} ADDED
Desiree R. Burch Gibson	Returning to the District	--	Procurement Analyst Procurement Management Services	17	
Alina Llevat	Outside Candidate	--	Marketing & Development Officer Office of Community Engagement	20	
Carl Nicoleau	Maintenance Officer Facilities Operations-Maintenance	25	Chief Maintenance & Operations Officer Facilities Operations-Maintenance	26	} ADDED
Raul F. Perez	Assistant Superintendent, Construction Management Office of School Facilities	25	Chief Facilities Design & Construction Officer Office of School Facilities	26	
Lilibeth Rodriguez Fidalgo	ERP Analyst Application Development & Client Support	17	Systems Engineer Application Development & Client Support	18	

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>
Christine M. Rosario-Hoyos	Returning to the District	--	Instructional Support Specialist Office of School Improvement	20
Guido Ruiz	Vocational Teacher Miami Sunset Adult Education	--	Digital Convergence Web & Mobile Application Developer Application Development & Client Support	19
Schikenna R. Scott	Fiscal Specialist Title I Project Administration	--	Staff Assistant Title I Summer Services (Grant Funded)	16

} 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>
Jaime G. Torrens	Chief Facilities Officer School Facilities	26	Chief of Staff Office of the Superintendent (Effective 05/02/2019)	26

} ADDED

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>	
Julie David	Outside Candidate	--	Supervisor I, Food Service Department of Food & Nutrition	43	
Monica M. Gill	Outside Candidate	--	Supervisor I, Food Service Department of Food & Nutrition	43	} ADDED
Reinaldo Montano	Outside Candidate	--	Investigator, CIU Civilian Investigative Unit	42	
James C. O'Rourke	Systems Analyst I Application Development & Client Support	39	Technical Services Liaison Application Development & Client Support	42	} ADDED
Andrea Tirado	Staff Specialist, Assessment Office of Assessment, Research & Data Analysis	42	Supervisor II, Research Services Office of Assessment, Research & Data Analysis	44	

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.