

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

SUBJECT: REQUEST APPROVAL OF ADMINISTRATIVE APPOINTMENTS } REVIS
FOR 2018-2019 AND JOB DESCRIPTION

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 minimum qualifications on a job description 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. Copy of the job description 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 June 20, 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 minimum qualification change to the job description for Commander, Miami-Dade Schools Police Department, MEP, pay grade S2. } ADDED

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>	
Nancy S. Aragon	Middle Principal Arvida Middle School	PR	Elementary Principal Royal Green Elementary School	PR	} ADDED
Veronica Bello	Interim Elementary Principal Hibiscus Elementary School	PR	Elementary Principal Hibiscus Elementary School	PR	
Jorge M. Bulnes	Middle Principal Lake Stevens Middle School	PR	Middle Principal Riviera Middle School	PR	} ADDED
Teandra E. Calixte	Interim Elementary Principal Kelsey L. Pharr Elementary School	PR	Elementary Principal Kelsey L. Pharr Elementary School	PR	
Tanya S. Daly-Barnes	Interim Elementary Principal Orchard Villa Elementary School	PR	Elementary Principal Orchard Villa Elementary School	PR	
Cheri A. Davis	Elementary Principal Banyan Elementary School	PR	Elementary Principal Miami Springs Elementary School	PR	} ADDED
Emily D. Falcon	Interim Elementary Principal Bent Tree Elementary School	PR	Elementary Principal Bent Tree 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>
Yolanda D. Green-Samuel	Interim Elementary Principal South Miami Heights Elementary School	PR	Elementary Principal South Miami Heights Elementary School	PR
Andrija A. Harrison	Interim Elementary Principal Golden Glades Elementary School	PR	Elementary Principal Golden Glades Elementary School	PR
Alicia Hidalgo	Senior Principal Miami Coral Park Senior High School	PR	Principal, Adult Education Miami Coral Park Senior Adult & Community Education Center	PR
Barbara L. Johnson	Elementary Principal Charles D. Wyche, Jr. Elementary School	PR	Elementary Principal Charles R. Hadley Elementary School	PR
Jacqueline N. Lewis	Interim Elementary Principal Bunche Park Elementary School	PR	Elementary Principal Bunche Park Elementary School	PR
Ada M. Montero	Interim Elementary Principal William Lehman Elementary School	PR	Elementary Principal William Lehman Elementary School	PR

ADDED

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>	
Leonardo Mourino	Elementary Principal Emerson Elementary School	PR	K-8 Center Principal Morningside K-8 Academy	PR	} ADDED
Derek A. Negron	Interim Middle Principal Carol City Middle School	PR	Middle Principal Carol City Middle School	PR	
Chantal Osborne	Interim Adult Principal Miami Beach Adult & Community Education Center	PR	Principal, Adult Education Miami Beach Adult & Community Education Center	PR	
Stephen E. Papp	Elementary Principal Santa Clara Elementary	PR	Senior Principal American Senior High School	PR	} ADDED
Yvonne D. Perry	Elementary Principal Miami Park Elementary School	PR	Elementary Principal Charles D. Wyche, Jr. Elementary School	PR	
Julissa Pina	Elementary Principal Coconut Grove Elementary School	PR	Elementary Principal Rockway Elementary School	PR	
Jordana C. Schneider	K-8 Center Principal Morningside K-8 Academy	PR	Elementary Principal Coconut Grove 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>
Cisely J. Scott	Interim Elementary Principal Agenoria S. Paschal/Olinda Elementary School	PR	Elementary Principal Agenoria S. Paschal/Olinda Elementary School	PR
Naomi P. Simon	Interim Elementary Principal E.W.F. Stirrup Elementary School	PR	Elementary Principal E.W.F. Stirrup Elementary School	PR
Ottolita T. Thompson	Interim Elementary Principal Holmes Elementary School	PR	Elementary Principal Holmes Elementary School	PR
Janine A. Townsley	Interim Elementary Principal Greynolds Park Elementary School	PR	Elementary Principal Greynolds Park Elementary School	PR
Alina Valero	Interim Middle Principal Miami Springs Middle School	PR	Middle Principal Miami Springs Middle School	PR

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
ASSISTANT/VICE PRINCIPAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Walter C. Hall	Senior Assistant Principal Miami Southridge Senior High School	AP	Vice Principal Miami Southridge Senior High School	VP

ADDED

SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Natalie J. Garcia	Elementary Assistant Principal South Miami Heights Elementary School	AP	Elementary Assistant Principal Gloria Floyd Elementary School	AP
Heather Jo Parker	Elementary Assistant Principal Dr. Gilbert L. Porter Elementary School	AP	Elementary Assistant Principal Norma Butler Bossard Elementary School	AP
Lorena E. Somohano	Elementary Assistant Principal Norma Butler Bossard Elementary School	AP	Elementary Assistant Principal Dr. Gilbert L. Porter Elementary School	AP
Maria L. Valerio	Elementary Assistant Principal Gloria Floyd Elementary School	AP	Elementary Assistant Principal South Miami Heights Elementary 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>
Randall L. Holmes	Returning to District	--	District Analyst Adult/Vocational/ Alternative & Community Education	17
Oria M. Lacayo	Staff Specialist Office of the Controller	18	Fiscal Supervisor Office of Risk & Benefits Management	20

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>
Monica Montero	Outside Candidate	--	Coordinator Office of the Controller	19
Ailsa J. Simon	ERP Director (Team Lead) School Choice & Parental Options	19	Director, Facilities Services Office of Capital Improvement Projects	21

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>
Maria A. Alegre	Treasurer South Dade Technical College	--	Staff Auditor II Office of Management & Compliance Audits (Grant Funded)	40
Maria E. Hernandez	Outside Candidate	--	Supervisor I, Food Service Department of Food & Nutrition	43
Fernando L. Gonzalez	Communication Analyst Application Development & Client Support	39	Coordinator III, Internet Technology Services Application Development & Client Support	42
Jasmia Watkins	Returning to District	--	Procurement Specialist Procurement Management Services	33

ADDED

SALARY RANGES

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

*MEP		DCSAA		School Police	
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.