

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

**SUBJECT: REQUEST APPROVAL OF ADMINISTRATIVE APPOINTMENTS
FOR 2019-2020**

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.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the recommendation for appointments and lateral transfers to be effective July 25, 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.

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Marie R. Bleus	Elementary Assistant Principal Paul L. Dunbar K-8 Center	AP	Interim Elementary Principal Lakeview Elementary School (Effective 07/19/2019)	PR
Sacha T. Challenger	Vice Principal North Miami Beach Senior High School	VP	Interim Middle Principal Norland Middle School (Effective 07/19/2019)	PR
Sylvia Coto-Gonzalez	Middle Assistant Principal G.W. Carver Middle School	AP	Interim Middle Principal Kinloch Park Middle School (Effective 07/19/2019)	PR
Rafael Crespo	Middle Assistant Principal Miami Lakes Middle School	AP	Interim Middle Principal Country Club Middle School (Effective 07/19/2019)	PR
Vanessa Faraldo	Elementary Assistant Principal Coral Terrace Elementary School	AP	Interim Elementary Principal Banyan Elementary School	PR
Kristin E. Hayes	Elementary Assistant Principal Phyllis R. Miller Elementary School	AP	Interim Elementary Principal Emerson Elementary School (Effective 07/19/2019)	PR

ADDED

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Reandra T. Jordan	Elementary Assistant Principal Coral Way K-8 Center	AP	Temporary Elementary Principal Kelsey Pharr Elementary School (Effective 07/19/2019)	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>
Ramses Ancheta	Temporary Elementary Principal South Hialeah Elementary School	PR	Interim Elementary Principal Santa Clara Elementary School	PR
Jacqueline Arias-Gonzalez	Elementary Principal Spanish Lake Elementary School	PR	Elementary Principal Palm Lakes Elementary School (Effective 07/19/2019)	PR
Milko O. Brito	Elementary Principal Mae M. Walters Elementary School	PR	Elementary Principal Spanish Lake Elementary School (Effective 07/19/2019)	PR
Elizabeth Chardon	Executive Director, Life Skills Alternative Education	22	Middle Principal Lake Stevens Middle School (Effective 07/19/2019)	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>
Michael J. Charlot	K-8 Center Principal Hubert O. Sibley K-8 Academy	PR	Elementary Principal Norland Elementary School (Effective 07/19/2019)	PR
Deborah Darbonne	Elementary Principal on Special Assignment School Operations	PR	Elementary Principal North Miami Elementary School	PR
John A. Galardi	Middle Principal South Dade Middle School	PR	Senior Principal Homestead Senior High School (Effective 07/19/2019)	PR
Maritza D. Jimenez	Middle Principal Hialeah Gardens Middle School	PR	Senior Principal Hialeah Gardens Senior High School (Effective 07/19/2019)	PR
Adam L. Kosnitzky	K-8 Center Principal Norman S. Edelcup/Sunny Isles Beach K-8 Center	PR	Senior Principal Dr. Michael M. Krop Senior High School (Effective 07/19/2019)	PR
Cynthia M. Lima	Middle Principal Country Club Middle School	PR	Middle Principal Hialeah Gardens Middle School (Effective 07/19/2019)	PR
Melissa M. Mesa	K-8 Center Principal North County K-8 Center	PR	K-8 Center Principal Norman S. Edelcup/Sunny Isles Beach K-8 Center (Effective 07/19/2019)	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>
Guillermo A. Munoz	Senior Principal Homestead Senior High School	PR	Middle Principal South Dade Middle School (Effective 07/19/2019)	PR
Christina M. Ravelo	Elementary Principal Norland Elementary School	PR	Elementary Principal Palm Springs Elementary School (Effective 07/19/2019)	PR
Ronald G. Redmon	Middle Principal Norland Middle School	PR	Senior Principal Miami Norland Senior High School (Effective 07/19/2019)	PR
Scott A. Weiner	Middle Principal Kinloch Park Middle School	PR	Senior Principal Miami Coral Park Senior High School (Effective 07/19/2019)	PR

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
VICE/ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Romulo M. Espinosa	Curriculum Support Specialist Education Transformation Office	--	Middle Assistant Principal Carol City Middle School	AP
Kenan I. Lawhorne	Teacher Cutler Bay Senior High School	--	Middle Assistant Principal Nautilus Middle School	AP

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
VICE/ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Tiffanie Rafael	Teacher West Lake Preparatory Academy	--	Elementary Assistant Principal West Lake Preparatory Academy	AP
Steven Rojas	Transformation Science Coach Miami Southridge Senior High School	--	Elementary Assistant Principal Mandarin Lakes K-8 Academy	AP
Akera M. Singleton	Teacher Miami Southridge Senior High School	--	Senior Assistant Principal Miami Southridge Senior High School	AP
Selena Volcy	Senior Assistant Principal North Miami Beach Senior High School	AP	Vice Principal North Miami Beach 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>
Lisa E. Bell	Temporary Elementary Assistant Principal Dr. Frederica S. Wilson/Skyway Elementary School	AP	Elementary Assistant Principal North Glade Elementary School	AP

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>
Alberto O. Bermudez	Elementary Assistant Principal David Lawrence Jr. K-8 Center	AP	Middle Assistant Principal Miami Lakes Middle School	AP
Jorge J. Diaz	Adult Assistant Principal Miami Springs Adult Education Center	AP	Adult Assistant Principal Miami Senior Adult Education Center	AP
Cristina DiBiase-Ugalde	Adult Assistant Principal Hialeah-Miami Lakes Adult Education Center	AP	Adult Assistant Principal Miami Beach Adult Education Center	AP
Aubrey B. Davis	Elementary Assistant Principal Marjory Stoneman Douglas Elementary School	AP	Middle Assistant Principal Bowman Ashe/Doolin K-8 Academy	AP
Gary Downing	Temporary Middle Assistant Principal Norland Middle School	AP	Senior Assistant Principal Miami Norland Senior High School	AP
Julio A. Echemendia	Middle Assistant Principal Nautilus Middle School	AP	Senior Assistant Principal Miami Beach Senior High School	AP
Yvette Fuentes	Temporary Elementary Assistant Principal Crestview Elementary School	AP	Elementary Assistant Principal Crestview Elementary School	AP

REVISIED

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>
Lisette B. Garcia	Temporary Elementary Assistant Principal North Glade Elementary School	AP	Elementary Assistant Principal Virginia A. Boone/Highland Oaks Elementary School	AP
Hector L. Guerra	Elementary Assistant Principal Flamingo Elementary School	AP	Elementary Assistant Principal Charles D. Wyche, Jr. Elementary School	AP
Armando J. Gutierrez	Adult Assistant Principal Miami Beach Adult Education Center	AP	Senior Assistant Principal Miami MacArthur Educational Center	AP
Charlesque L. Hill	Elementary Assistant Principal Key Biscayne K-8 Center	AP	Elementary Assistant Principal Phyllis R. Miller Elementary School	AP
Isolyn T. Hillhouse	Senior Assistant Principal Miami Beach Senior High School	AP	Elementary Assistant Principal Linda Lentin K-8 Center	AP
Steven D. Hoskins	Middle Assistant Principal Andover Middle School	AP	Senior Assistant Principal North Miami Senior High School	AP

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>
Carol S. Jeffrey	Elementary Assistant Principal Virginia A. Boone/Highland Oaks Elementary School	AP	Elementary Assistant Principal North Beach Elementary School	AP
Israel Katz	Adult Assistant Principal Miami Senior Adult Education Center	AP	Adult Assistant Principal Miami Springs Adult Education Center	AP
Vivian I. Loriga	Temporary Elementary Assistant Principal Dante B. Fascell Elementary School	AP	Elementary Assistant Principal Jane S. Roberts K-8 Center	AP
Michael A. Moran	Middle Assistant Principal Hialeah Gardens Middle School	AP	Elementary Assistant Principal M. A. Milam K-8 Center	AP
Rafael J. Napoles	Senior Assistant Principal Miami Norland Senior High School	AP	Middle Assistant Principal Hialeah Gardens Middle School	AP
Clinton B. Neilly	Senior Assistant Principal South Miami Senior High School	AP	Elementary Assistant Principal John I. Smith K-8 Center	AP

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>
Stanley L. Nelson	Senior Assistant Principal Miami Central Senior High School	AP	Senior Assistant Principal South Miami Senior High School	AP
Kendric Nixon	Elementary Assistant Principal John I. Smith K-8 Center	AP	Elementary Assistant Principal Benjamin Franklin K-8 Center	AP
Marie L. Paul	Elementary Assistant Principal Benjamin Franklin K-8 Center	AP	Elementary Assistant Principal Toussaint L'Ouverture Elementary School	AP
Steven Payne	Senior Assistant Principal Miami MacArthur Education Center	AP	Adult Assistant Principal Miami Beach Adult Education Center	AP
Belkis Puns	Senior Assistant Principal iTech@Thomas A. Edison Education Center	AP	Elementary Assistant Principal Key Biscayne K-8 Center	AP
Claude Rivette	Senior Assistant Principal Miami Norland Senior High School	AP	Elementary Assistant Principal Madie Ives K-8 Preparatory Academy	AP

} 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>	
Rita J. Rodriguez	Elementary Assistant Principal West Lake Preparatory Academy	AP	Elementary Assistant Principal Flamingo Elementary School	AP	
Erika N. Rolle	Elementary Assistant Principal M. A. Milam K-8 Center	AP	Elementary Assistant Principal Ernest R. Graham K-8 Academy	AP	} ADDED
Yamilka J. Sena	Middle Assistant Principal Carol City Middle School	AP	Adult Assistant Principal Hialeah-Miami Lakes Adult Education Center	AP	
Angel J. Silva	Middle Assistant Principal Bowman Ashe/Doolin K-8 Academy	AP	Elementary Assistant Principal Marjory Stoneman Douglas Elementary School	AP	
Lorenzo T. Styles	Adult Assistant Principal Miami Beach Adult Education Center	AP	Adult Assistant Principal American Adult Education Center	AP	
Dena D. Vitro	Elementary Assistant Principal Charles D. Wyche Jr. Elementary School	AP	Elementary Assistant Principal David Lawrence Jr. 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>	
Maidelys A. Carrazana	Returning to the District	--	District Analyst Office of Risk & Benefits Management	17	
Maritza L. Cozart	Temporary Instructor	--	Procurement Analyst Procurement Management Services	17	
Lianie Cuba	Curriculum Support Specialist Department of Mental Health Services	--	Director, Alternative Education Department of Mental Health Services	21	} ADDED
Erick F. Laventure	Director, Facilities Services Office of Capital Improvement Projects	21	Administrative Director, Design & Sustainability Office of Design & Sustainability	24	
Mauricio Lotero	Contracted (External) Office of Capital Construction Budget & Controls	--	District Director, Budget Management Office of Capital Construction Budget & Controls	23	
Robert Morales	Outside Candidate	--	Staff Assistant Accounts Payable Department	16	
Corina Putt	Manager III, Data Analysis Miami-Dade Schools Police Department	39	Director, Police Support Operations Miami-Dade Schools Police Department	21	

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>	
Erika M. Urbanik	Elementary Assistant Principal Ernest R. Graham K-8 Academy	AP	Executive Director Alternative Education	22	} 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>
Jennifer D. Andreu	Interim Economic Equity & Diversity Compliance Officer Office of Economic Opportunity	24	Economic Equity & Diversity Compliance Officer Office of Economic Opportunity	24

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>
Roger J. Ball	Sound & Communication Technician (Journey person) Maintenance Service Center	--	Coordinator I, Facilities Operations Facilities Operations-Maintenance	40
Jessica Dorelus	Outside Candidate	--	Investigator, CIU Civilian Investigative Unit	42

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>	
Richard Ferrer	Foreperson-Sound Communication Technician Maintenance Services	--	Coordinator I, Facilities Operations Facilities Operations-Maintenance	40	} ADDED
Keith Mitchell	Outside Candidate	--	Investigator, CIU Civilian Investigative Unit	42	
Juanita E. Rosales	Procurement Specialist Procurement Management Services	33	Communication Analyst I Application Development & Client Support	39	

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.