

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.

**Revised
D-21**

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Walter C. Hall	Vice Principal Miami Southridge Senior High School	VP	Interim K-8 Center Principal Leisure City K-8 Center	PR
Tiffany C. James	Elementary Assistant Principal Holmes Elementary School	AP	Interim Elementary Principal Dr. Frederica S. Wilson/Skyway Elementary School	PR
Nika L. Williams	Elementary Assistant Principal Shadowlawn Elementary School	AP	Interim Elementary Principal Shadowlawn 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>
Kenneth L. Williams	K-8 Center Principal Leisure City K-8 Center	PR	Principal, Vocational/Technical Robert Morgan Education Center High School & Technical College	PR

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Joel S. Castellanos	Elementary Counselor Bob Graham Education Center	--	Temporary Senior Assistant Principal Westland Hialeah Senior High School (Effective 11/8/2019)	AP
Karen M. Garcia	Reading Coach Miami Beach Fienberg/Fisher K-8 Center	--	Elementary Assistant Principal Dr. Henry Mack/West Little River K-8 Center	AP
Isabel M. Hernandez	Teacher Redondo Elementary School	--	Elementary Assistant Principal West Homestead K-8 Center (Effective 11/8/2019)	AP
Cliffina J. Johnson	Curriculum Support Specialist Educational Transformation Office	--	Elementary Assistant Principal Holmes Elementary School	AP

} ADDED

} 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>
Massiel J. Lorenzo	Temporary Senior Assistant Principal Westland Hialeah Senior High School	AP	Temporary Elementary Assistant Principal Treasure Island Elementary School (Effective 11/8/2019)	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>
Angela M. Torrens	Temporary Elementary Assistant Principal Dante B. Fascell Elementary School	AP	Temporary Elementary Assistant Principal Miami Heights Elementary School (Effective 10/14/2019)	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>
Johanne Brizard	ERP Team Leader Office of Early Childhood Programs (Grant Funded)	21	Coordinator Office of the Controller (Career re-direction at the request of the incumbent)	19
Elena M. Cabrera	Senior Assistant Principal Ronald W. Reagan/Doral Senior High School	AP	Executive Director, Curriculum Support Department of English/Language Arts	22
Isis A. Clark	Outside Candidate	--	Staff Assistant Division of General Accounting	16
Kristina M. DeValle	Curriculum Support Specialist Department of Mathematics & Science	--	District Supervisor, Instructional Support Department of Mathematics & Science	21

ADDED

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>
Lourdes Diaz	Principal, Vocational/Technical Miami Lakes Education Center & Technical College	PR	Region Administrative Director North Region Office	24
Trynegwa K. Diggs	Administrative Director, Instructional Support Educational Transformation Office	24	Assistant Superintendent, Academics, Accountability, & School Improvement Educational Transformation Office	25
Daiva Z. Fernandez	Communications Manager Office of Communications	37	Executive Director, Internal Communications Office of Communications	22
Margaret S. Fernandez	ERP Analyst Office of Financial Operations/Budget	17	Supervisor, Budget Management Miami-Dade Schools Police Department	20
Reginald J. Fox	Principal, Vocational/Technical Robert Morgan Education Center High School & Technical College	PR	Administrative Director, ABC/Athletics Office of School Operations	24

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>	
Mara Ugando	Staff Specialist, Assessment Office of Assessment, Research & Data	42	Student Funding Specialist Federal & State Compliance Office	18	} ADDED
Wilfredo S. Venereo	Outside Candidate	--	.NET Web Application Developer Application Development & Client Support	17	
Beth A. Warman	ESE Placement Specialist Office of Exceptional Student Education	--	Instructional Support Specialist Office of Exceptional Student Education	20	} ADDED
Jorge E. Wright Jr.	Coordinator, Student Transfer Federal & State Compliance Office	19	Director, Contract Compliance Office of Economic Opportunity	21	
Natalia Zea	Director, Community Outreach Office of Community Engagement	21	District Director, Communications Office of Communications	23	} 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>
Lissett C. Robayna	Supervisor, Regional Center Office of Psychological Services (Grant Funded)	21	Director, Community Outreach Office of Exceptional Student Education (Grant Funded)	21
Alina M. Rodriguez	Director, Community Outreach Office of Exceptional Student Education (Grant Funded)	21	Instructional Supervisor, ESE Office of Exceptional Student Education (Grant Funded)	21
Oksana V. Sosa	Instructional Supervisor, ESE Office of Exceptional Student Education (Grant Funded)	21	District Supervisor, Instructional Support Office of School Improvement (Grant Funded)	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>
Jorge A. Bombino	Fiscal Supervisor Office of Procurement Management & Services	20	Communications Analyst I Application Development & Client Support	39
James A. Granada Jr.	Manager, Transportation Maintenance Department of Transportation	38	Coordinator III, Transportation Fleet Maintenance Department of Transportation	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>
Trisha D. Taylor	Food Service Employee Development Specialist Department of Food & Nutrition	--	Manager III, Food Service Department of Food & Nutrition	39

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the recommendation for appointments and lateral transfers to be effective November 21, 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.

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 - \$113,862	
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.