

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

**SUBJECT: REQUEST APPROVAL OF ADMINISTRATIVE APPOINTMENTS
FOR 2019-2020 AND ESTABLISH JOB DESCRIPTION** } ADDED

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 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. A 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**

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>
Jay C. De Armas	Vice Principal (Acting Senior Principal) South Dade Senior High School	VP	Senior Principal South Dade Senior High School	PR
Reandra T. Jordan	Temporary Elementary Principal Ludlam Elementary School	PR	Temporary K-8 Center Principal Benjamin Franklin K-8 Center (Effective 11/27/2019)	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>
Kim M. Berkey	Senior Assistant Principal Miami Southridge Senior High School	AP	Vice Principal Miami Southridge Senior High School	VP
Eugenio M. Gant	Curriculum Support Specialist Office of Professional Development & Evaluation	--	Middle Assistant Principal Rockway Middle School	AP
Melissa M. Miller	Lead Teacher Magnet Program Morningside K-8 Center	--	Elementary Assistant Principal Shadowlawn Elementary School	AP

ADDED

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>
Christine A. Navarro	Curriculum Support Specialist Educational Transformation Office	--	Elementary Assistant Principal North Miami Elementary School	AP
Jesus Tellechea	Teacher/Trainer South Region Office	--	Temporary Senior Assistant Principal Miami Palmetto 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>
John Crary	Temporary Senior Assistant Principal South Dade Senior High School	AP	Senior Assistant Principal South Dade Senior High School	AP
Alexandra M. Rodriguez	Temporary Senior Assistant Principal American Senior High School	AP	Temporary Elementary Assistant Principal Norman S. Edelcup/Sunny Isles Beach K-8 Center (Effective 11/27/2019)	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>	
Jennifer D. Andreu	Economic Equity & Diversity Compliance Officer Office of Economic Opportunity	24	Assistant Superintendent, Equity & Diversity Office of Economic Opportunity	25	} ADDED
Angela Darling-Miller	Outside Candidate	--	Instructional Supervisor, Health/Public Services Department of Career & Technical Education	21	
Mario De Barros	Outside Candidate	--	Chief Procurement Officer Office Procurement Management Services	25	} ADDED
Nora B. Gonzalez	Staff Assistant Division of General Accounting	16	District Analyst Office of the Controller	17	
Alina M. Llevat	Marketing & Development Officer Office of Community Engagement	20	Director, Community Outreach Office of Community Engagement	21	
Charisma H. Montfort	Director, Procurement Management Services Procurement Management Services	21	District Director, Contract Management Procurement Management Services	23	

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>
Anik S. Roman	ERP Team Leader Office of Payroll	21	Executive Director, District Budget Office of Budget Management	22
Tammy T. Reed	Executive Director, Community Services (Temporary) Office Urban Affairs & Opportunity	22	District Director, OEO Office of Economic Opportunity	23
D. David Rowan	Outside Candidate	--	Director, Compensation Office of Compensation Administration	21

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>
Javier Perez	Senior Principal South Dade Senior High School	PR	Principal on Special Assignment Office of Athletics/Activities	PR

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>
Janelle Filsaime	Outside Candidate	--	Manager III, Data Analysis Miami-Dade Schools Police Department	39
Carlos J. Gonzalez	Foreperson-Resident Maintenance Service Mechanic Maintenance Service Center	--	Coordinator, Construction Facilities Operations, Maintenance	40
Isabel Jimenez	Community School Program Specialist Adult/Vocational/ Alternative/ Community Education	--	Manager III, Community School Fiscal Services Adult/Vocational/ Alternative/ Community Education	39
Elmo Lugo	Outside Candidate	--	Media Relations Specialist Office of Communications	36

ADDED

NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
CONTRACT

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Tamara Wain	Executive Audit Director Office of Management & Compliance Audits	--	District Director, School Audits Office of Management & Compliance Audits	--

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

1. establish and classify Assistant Superintendent, Equity & Diversity, MEP paygrade 25, Office of Economic Opportunity. } ADDED
2. appointments and lateral transfers to be effective December 12, 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/>

*MEP		DCSAA	School Police	Contracted	
26	\$114,945 - \$174,000	47	\$ 70,866 - \$125,310	S3 \$108,384 - \$139,160	\$ 91,335 - \$144,000
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.