

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

**SUBJECT: REQUEST APPROVAL OF ADMINISTRATIVE APPOINTMENTS
FOR 2019-2020 AND JOB DESCRIPTIONS** } REVISED

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 approve changes of the title and minimum qualifications to 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. Copies of the job descriptions with the identified additions and } REVISED deletions will be forwarded to Board Members under separate cover and will be on file in the offices of Citizen Information and the Board Recording Secretary.

**Revised²
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>	
Yaset Fernandez	Administrative Director, Instructional Support Educational Transformation Office (Grant Funded)	24	Principal, Senior Vocational/Technical Miami Lakes Educational Center (Effective 01/07/2020)	PR	} REVISED
Michael Lazo	Elementary Assistant Principal Phillis Wheatley Elementary School	AP	Interim Elementary Principal Broadmoor Elementary School	PR	
Calondria E. Williams	Middle Assistant Principal Southwood Middle School	AP	Interim K-8 Center Principal Mandarin Lakes K-8 Center	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>
Cadian Collman	K-8 Center Principal Mandarin Lakes K-8 Center	PR	Senior Principal South Miami Senior High School	PR
Alexander Santoyo	Middle Principal Thomas Jefferson Middle School	PR	Senior Principal Hialeah-Miami Lakes Senior High School (Effective 01/07/2020)	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>
Jacoby Watkins	Teacher D.A. Dorsey Technical College	--	Assistant Principal, Vocational/Technical D.A. Dorsey Technical College	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>
Gilberto D. Bonce	Senior Principal South Miami Senior High School	PR	Region Administrative Director North Region Office	24
Ariadna D. Bu Martinez	Staff Assistant Payroll Department	16	Staff Specialist Division of General Accounting	18
Denise Castillo	Outside Candidate	--	District Coordinator Facilities Planning, Design & Sustainability	19
Reagan L. Chalmers	Instructional Supervisor, ESE Office of Exceptional Student Education	21	Executive Director, ESE Office of Exceptional Student Education	22
Lisa B. Garcia	Senior Principal Hialeah-Miami Lakes Senior High School	PR	Administrative Director, Instructional Support Educational Transformation Office (Grant Funded) (Effective 01/07/2020)	24

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>
Diana Izquierdo	Supervisor, Payroll Payroll Department	20	ERP Team Leader Payroll Department	21
Vanessa Lopez	Director, Marketing Office of Communications	21	Executive Director, External Communications Office of Communications	22
Omar Riaz	Elementary Principal Broadmoor Elementary School	PR	Administrative Director, Instructional Support Educational Transformation Office (Grant Funded)	24
Lynae Richardson	Returning to the District	--	Coordinator, Student Transfer Federal & State Compliance Office	19
Elizabeth L. Soto	Administrative Assistant to School Board Member School Board Members' Office (Contracted)	--	District Analyst Office of Risk Benefits Management	17
Angie Torres	Executive Director, ESE Office of Exceptional Student Education	22	District Director, ESE Programs Office of Exceptional Student Education (Grant Funded)	23

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>
Junior C. Anderson	District Director, Procurement Management Services Procurement Management Services	23	District Director, OEO Office of Economic Opportunity	23

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>
Heli S. Cobos	Programmer Assistant/Intern Application Development & Client Support	--	Senior Programmer Analyst I Assessment, Research & Data Analysis (Grant Funded)	37
La-Chane M. Faison	Department Administrative Assistant Procurement Management Services	--	Procurement Specialist Procurement Management Services	33
Edel Miranda Esquijarosa	Outside Candidate	--	Coordinator I, Facilities Operations Facilities Operations-Maintenance	40

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

1. change of title and minimum qualifications to the following:
 - a. District Director, EH/SED Programs, MEP paygrade 23, to District Director, ESE Programs, MEP paygrade 23, Office of Exceptional Student Education
 - b. Principal, Vocational/Technical, MEP, paygrade PR, to Principal, Senior/Vocational/Technical, MEP, paygrade PR

2. appointments and lateral transfers to be effective January 16, 2020, 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.

REVISED

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.