

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

**SUBJECT: REQUEST APPROVAL OF ADMINISTRATIVE APPOINTMENTS  
FOR 2019-2020 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 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 on file in the offices of Citizen Information and the Board Recording Secretary.

**SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**  
**PRINCIPALS**

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>
Alfred V. Torossian	Vice Principal Miami Northwestern Senior High School	VP	Interim Senior High Principal Miami Springs Senior High School (Effective 02/21/2020)	PR

**SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS**  
**PRINCIPALS**

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>
Marc W. Schwam	Interim Elementary Principal Lake Stevens Elementary School	PR	Elementary Principal Lake Stevens Elementary School	PR
Edward R. Smith	Senior High Principal Miami Springs Senior High School	PR	Senior High Principal New High School in Doral (Effective 02/21/2020)	PR

**SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**  
**VICE/ASSISTANT PRINCIPALS**

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>
Tashimba L. Andrews	Senior Assistant Principal Miami Northwestern Senior High School	AP	Vice Principal Miami Northwestern Senior High School (Effective 02/21/2020)	VP

**SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**  
**VICE/ASSISTANT PRINCIPALS**

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>
Deborah L. Arca	Curriculum Support Specialist Office of Professional Development	--	Elementary Assistant Principal Phillis Wheatley Elementary School (Effective 02/21/2020)	AP
Deanthony L. Friday	Teacher North Miami Middle School	--	Temporary Middle Assistant Principal Norland Middle School (Effective 02/19/2020)	AP
Yailen A. Julia	Teacher Ernest R. Graham K-8 Academy	--	Temporary Elementary Assistant Principal Ben Sheppard Elementary School	AP
Christina Kerr	Teacher BioTech@ Richmond Heights 9-12	--	Senior Assistant Principal South Dade Senior High School (Effective 02/19/2020)	AP
Monica E. Sanchez	Reading Coach South Dade Senior High School	--	Temporary Middle Assistant Principal Redland Middle School (Effective 02/19/2020)	AP

**NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENT  
CONTRACTED**

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>
Michael A. Hernandez	Charter School Audit Coordinator Office of Management & Compliance Audits	19	Internal Audit Supervisor Office of Management & Compliance Audits (Contracted)	--
Mariela E. Jimenez-Linaje	Audit Manager Office of Management & Compliance Audits	20	Internal Audit Supervisor Office of Management & Compliance Audits (Contracted)	--
Reginald R. Lafontant	Audit Specialist Office of Management & Compliance Audits	19	Internal Audit Supervisor Office of Management & Compliance Audits (Contracted)	--

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida:

1. Establish and classify and approve the salary range for the Internal Audit Supervisor, Contracted, Office of Management & Compliance Audits.
2. Approve the recommendations for appointments and lateral transfers to be effective March 19, 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.

**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	1.	\$ 80,000 - \$125,000
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.