

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>
Reandra T. Jordan	Elementary Assistant Principal Coral Way K-8 Center	AP	Interim Elementary Principal Fairlawn Elementary School	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>
Robin T. Armstrong	Elementary Principal Rainbow Park Elementary School	PR	Elementary Principal North Dade Center for Modern Language	PR
Rene Bellmas	Middle Principal Miami Beach Nautilus Middle School	PR	Middle Principal Henry H. Filer Middle School	PR
Pedro R. Cedeno	Elementary Principal Van E. Blanton Elementary School	PR	Middle Principal Citrus Grove Middle School	PR
Alicia M. Costa-DeVito	Elementary Principal Gertrude K. Edelman/Sabal Palm Elementary School	PR	Middle Principal John F. Kennedy Middle School	PR
Michelle L. Coto	Elementary Principal Shenandoah Elementary School	PR	K-8 Center Principal Key Biscayne K-8 Center	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>
Cynthia L. Hannah	Elementary Principal Arcola Lake Elementary School	PR	Elementary Principal Charles R. Hadley Elementary School	PR
Kimula D. Oce	K-8 Center Principal Dr. Henry Mack/West Little River K-8 Center	PR	Elementary Principal Van E. Blanton Elementary School	PR
Bernard L. Osborn	Middle Principal John F. Kennedy Middle School	PR	Elementary Principal Gertrude K. Edelman/Sabal Palm Elementary School	PR
Alonza Pendergrass	Elementary Principal Goulds Elementary School	PR	K-8 Center Principal Air Base K-8 Center for International Education	PR
Cory R. Rodriguez	Middle Principal Citrus Grove Middle School	PR	Elementary Principal Snapper Creek Elementary School	PR
Adrian M. Sanchez	Temporary Elementary Principal Blue Lakes Elementary School	PR	Elementary Principal Blue Lakes Elementary School	PR
April M. Thompson-Williams	Middle Principal Jose de Diego Middle School	PR	K-8 Center Principal Dr. Henry Mack/West Little River K-8 Center	PR

ADDED

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>
Silvia Tarafa	K-8 Center Principal Key Biscayne K-8 Center	PR	Senior Principal Young Women's Preparatory Academy	PR
Heather D. Tyler	Elementary Principal Fairlawn Elementary School	PR	K-8 Center Principal Eugenia B. Thomas K-8 Center	PR

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>
Catina C. Boynton	Senior Assistant Principal Homestead Senior High School	AP	Middle Assistant Principal South Dade Middle School Grades 4-8	AP
Karina L. Cahill	Senior Assistant Principal Miami Palmetto Senior High School	AP	Middle Assistant Principal Arvida Middle School	AP
Tonya T. McKay	Middle Assistant Principal Arvida Middle School	AP	Middle Assistant Principal Cutler Bay Middle School	AP
Katrisha L. Smith	Adult Assistant Principal Miami Springs Adult Education Center	AP	Senior Assistant Principal New High School Doral	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>	
Jesus Tellechea	Temporary Senior Assistant Principal Miami Palmetto Senior High School	AP	Senior Assistant Principal Miami Palmetto Senior High School	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>	
Patricia Prida	Director, Food Service Operations Department of Food & Nutrition	21	Executive Director, Budget & Operations Department of Food & Nutrition	22	

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>	
Gloria M. Arazoza	Region Administrative Director Central Region Office	24	Region Administrative Director Office of School Operations	24	} ADDED

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the recommendation for appointments and lateral transfers to be effective June 18, 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	
26	\$114,945 - \$174,000
25	\$106,245 - \$164,000
24	\$101,335 - \$154,000
PR	PDCM
23	\$ 91,335 - \$144,000
22	\$ 81,666 - \$134,000
21	\$ 75,669 - \$124,000
VP	\$ 78,902 - \$100,658
AP (12m)	\$ 76,792 - \$ 96,792
AP (10m)	\$ 71,854 - \$ 91,854
20	\$ 70,133 - \$114,000
19	\$ 65,247 - \$ 98,000
18	\$ 60,633 - \$ 88,000
17	\$ 54,858 - \$ 78,000
16	\$ 51,809 - \$ 68,000

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.