

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

**SUBJECT: REQUEST APPROVAL OF ADMINISTRATIVE APPOINTMENTS  
FOR 2020-2021**

**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.

**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>
Armandina Acosta-Leon	Temporary Elementary Principal Wesley Matthews Elementary School	PR	Elementary Principal Wesley Matthews Elementary School	PR
Ramses Ancheta	Interim Elementary Principal Santa Clara Elementary School	PR	Elementary Principal Santa Clara Elementary School	PR
Marie R. Bleus	Interim Elementary Principal Lakeview Elementary School	PR	Elementary Principal Lakeview Elementary School	PR
Sacha T. Challenger	Interim Middle Principal Norland Middle School	PR	Middle Principal Norland Middle School	PR
Adolfo L. Costa	Senior Principal Coral Gables Senior High School	PR	K-8 Center Principal Andrea Castillo Preparatory Academy (Effective 06/26/2020)	PR
Sylvia Coto-Gonzalez	Interim Middle Principal Kinloch Park Middle School	PR	Middle Principal Kinloch Park Middle School	PR
Rafael Crespo	Interim Middle Principal Country Club Middle School	PR	Middle Principal Country Club Middle School	PR

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<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>
Vanessa Faraldo	Interim Elementary Principal Banyan Elementary School	PR	Elementary Principal Banyan Elementary School	PR
Kristin E. Hayes	Interim Elementary Principal Emerson Elementary School	PR	Elementary Principal Emerson Elementary School	PR

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

**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.