

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

SUBJECT: REQUEST APPROVAL OF ADMINISTRATIVE APPOINTMENTS FOR 2020-2021 AND JOB DESCRIPTION } 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.

The Chief of Staff has been deemed a critical COVID-19 response personnel and pursuant to Executive Order 20-88, his re-employment is critical to COVID-19 response efforts of M-DCPS. Therefore, authorization of the Board is requested to establish and classify the Chief of Staff as contracted personnel to provide the work and services directly related to essential functions in response to the COVID-19 emergency. Furthermore, this request is made 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 and proposed contracts 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. } ADDED

**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>
Eduardo M. Bovo	Elementary Assistant Principal Calusa Elementary School	AP	Interim K-8 Center Principal Leewood K-8 Center	PR
Myriam P. Delisma-Pierre	Elementary Assistant Principal Gratigny Elementary School	AP	Interim Elementary Principal Arch Creek Elementary School	PR
Jeffrey Gonzalez	Middle Assistant Principal Lamar Louise Curry Middle School	AP	Interim Middle Principal Paul W. Bell Middle School	PR
Mary Murphy	Elementary Assistant Principal Miami Beach Fienberg/Fisher K-8 Center	AP	Interim Middle Principal Miami Beach Nautilus Middle School	PR
Keith B. Parrimore	Middle Assistant Principal Brownsville Middle School	AP	Interim Middle Principal Jose de Diego Middle School	PR
Celethia V. Passmore-Mack	Elementary Assistant Principal Dr. Manuel C. Barreiro Elementary School	AP	Interim Elementary Principal Goulds Elementary School	PR
Maria D. Rivero	Elementary Assistant Principal Frances S. Tucker Elementary School	AP	Interim Elementary Principal Shenandoah Elementary School	PR

ADDED

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Chanda O. Scott	Vice Principal Miami Norland Senior High School	VP	Interim Elementary Principal Rainbow Park Elementary School	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>
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
William Aristide	Senior Principal Booker T. Washington Senior High School	PR	Senior Principal Law Enforcement Officers' Memorial High School	PR
Nicole Bergé-MacInnes	Exceptional Education Principal Ruth Owens Krusé Educational Center	PR	Senior Principal Coral Reef Senior High School	PR
Marie R. Bleus	Interim Elementary Principal Lakeview Elementary School	PR	Elementary Principal Lakeview Elementary School	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>
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
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
Kevin E. Lawrence	Middle Principal Horace Mann Middle School	PR	Senior Principal Booker T. Washington Senior High School	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>
Tony G. Ullivarri	Senior Principal Law Enforcement Officers' Memorial High School	PR	Senior Principal Coral Gables Senior High School	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>
Deanne M. Boyd	Teacher Leewood K-8 Center	--	Elementary Assistant Principal Leewood K-8 Center	AP
Ronald R. Lherisson	Teacher Mandarin Lakes K-8 Center	--	Elementary Assistant Principal Calusa Elementary School	AP
Laurelynn D. Morrison-Young	Transformation Math Coach Goulds Elementary School	--	Senior Assistant Principal Homestead Senior High School	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>
Laura Carrasco	Elementary Assistant Principal Coral Reef Elementary School	AP	Middle Assistant Principal Southwood Middle 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>
Dulce Del Valle	Temporary Senior Assistant Principal John A. Ferguson Senior High School	AP	Senior Assistant Principal John A. Ferguson Senior High School	AP
Silvia B. Ferrer	Temporary Elementary Assistant Principal Frank Crawford Martin K-8 Center	AP	Elementary Assistant Principal Laura C. Saunders Elementary School	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>
Marta Cil-Alvarado	Supervisor, Facilities Management Office of Governmental Affairs & Land Use	20	Director, Contract Compliance Office of Procurement Management Services	21
Ronda A. Vangates	Returning from Leave	--	Administrative Director, Professional Development Office of Professional Development & Evaluation (Effective 07/07/2020)	24

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>
Reinaldo Montano	Investigator, CIU Civilian Investigative Unit	42	Executive Director, CIU Civilian Investigative Unit	--
Jaime G. Torrens	Re-employed per Executive Order 20-88	--	Chief of Staff Office of the Superintendent (Effective 06/29/2020)	--

ADDED

**NON SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
CONTRACT**

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Michele L. Jones	Executive Director, CIU Civilian Investigative Unit	--	Assistant School Board Attorney-General Litigation I School Board Attorneys' Office	3

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

1. Establish and classify and approve the salary range for Chief of Staff, Contracted, Office of the Superintendent.
2. Approve the recommendations 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.

REVISED

SALARY RANGES

<http://salary.dadeschools.net/>

	*MEP		DCSAA		SCHOOL BOARD ATTORNEY	CHIEF OF STAFF	EXECUTIVE DIRECTOR, CIU
	26 \$114,945 - \$174,000	47	\$ 70,866 - \$125,310	3	\$ 65,000 - \$130,000	\$114,945 - \$174,000	\$ 85,000 - \$135,000
	25 \$106,245 - \$164,000	46	\$ 67,494 - \$119,351				
	24 \$101,335 - \$154,000	45	\$ 64,280 - \$113,662				
	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.