

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

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Angela M. Holbrook	Interim Middle Principal Arvida Middle School	PR	Middle Principal Arvida Middle School	PR
Chandrell Larkin	Temporary K-8 Center Principal Hubert O. Sibley K-8 Academy	PR	K-8 Center Principal Hubert O. Sibley K-8 Academy	PR
Alexandra B. Lichtman	Interim Elementary Principal Natural Bridge Elementary School	PR	Elementary Principal Natural Bridge Elementary School	PR
Aisha V. Marrero	Interim K-8 Center Principal North County K-8 Center	PR	K-8 Center Principal North County K-8 Center	PR
Carl Robinson	Interim Elementary Principal Dr. William A. Chapman Elementary School	PR	Elementary Principal Dr. William A. Chapman Elementary School	PR
Thalya Watkins	Elementary Principal Carol City Elementary School	PR	Elementary Principal Charles D. Wyche, Jr. Elementary School (Effective 07/20/2020)	PR

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
VICE PRINCIPAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Jennifer M. Murray	Senior Assistant Principal Miami Norland Senior High School	AP	Vice Principal Miami Norland Senior High School (Effective 07/20/2020)	VP

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the recommendation for appointments and lateral transfers to be effective August 13, 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.