

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.

**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>
Idaniel Gonzalez	Elementary Assistant Principal Hialeah Gardens Elementary School	AP	Temporary Elementary Principal Hialeah Gardens Elementary School	PR
Andy J. Pierre-Louis	Region Administrative Director North Region Office	24	Elementary Principal Colonial Drive Elementary School (Career re-direction at the request of the incumbent)	PR
Selena Volcy	Vice Principal North Miami Beach Senior High School	VP	Temporary Senior Principal Miami Central Senior High School	PR

ADDED

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
VICE/ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Alison J. Garfinkel	Reading Coach Ojus Elementary School	--	Temporary Elementary Assistant Principal Ojus Elementary School	AP
Christina B. Herrera	Teacher Spanish Lake Elementary School	--	Temporary Elementary Assistant Principal M.A. Milam K-8 Center	AP

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
VICE/ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>	
Tarvaneisha M. Hope	Teacher Brownsville Middle School	--	Middle Assistant Principal Educational Alternative Outreach Program	AP	} ADDED
Christina L. McCrink	Reading Coach Zora Neale Hurston Elementary School	--	Elementary Assistant Principal Leisure City K-8 Center	AP	
Bertine Triche-Eugene	Transformation Math Coach American Senior High School	--	Temporary Senior Assistant Principal Miami Lakes Educational Center	AP	
Eddy R. Urquia	Transformation Reading Coach Citrus Grove Middle School	--	Temporary Adult Assistant Principal Miami Springs Adult & Community Education Center	AP	

SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
VICE/ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>	
Andrew Alvarez	Temporary Elementary Assistant Principal Kelsey L. Pharr Elementary School	AP	Temporary Elementary Assistant Principal Sunset Elementary 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>
Rachel B. Autler	Elementary Principal Hialeah Gardens Elementary School	PR	Region Administrative Director North Region Office	24
Gregory M. Bethune	Senior Principal Miami Central Senior High School	PR	Region Administrative Director Central Region Office	24
Ariadna D. Bu Martinez	Staff Specialist Division of General Accounting	18	District Coordinator Department of Early Childhood Programs (Grant Funded)	19
Danay A. Jordan	Curriculum Support Specialist Department of Language Arts/Reading	--	Instructional Supervisor, Language Department of Language Arts/Reading	21
Ann M. Lewis	Elementary Principal North Glade Elementary School	PR	Region Administrative Director North Region Office	24
Leticia Rodriguez	Outside Candidate	--	Staff Assistant Division of General Accounting (Grant Funded)	16

ADDED

**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>	} ADDED
Luis A. Bello	Region Administrative Director North Region Office	24	Region Administrative Director Central Region Office	24	

**NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
PROFESSIONAL TECHNICAL**

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Sandra Lainez	Staff Auditor II Office of Management & Compliance Audits	40	Senior Auditor Office of Management & Compliance Audits	41

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the recommendation for appointments and lateral transfers to be effective February 11, 2021, 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 upon Board approval, pursuant to the Managerial Exempt Personnel (MEP) Manual, and in accordance with the salary schedule, the Superintendent shall have the authority to adjust compensation for MEP employees of the District within the designated pay grade and salary range.

SALARY RANGES

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

*MEP		DCSAA		School Police	
26	\$114,945 - \$174,000	47	\$ 70,866 - \$125,310	S3	\$108,384 - \$139,160
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 with Board approval.

**Newly hired and candidates returning to Miami-Dade County Public Schools are hired at the minimum of the designated pay grade unless noted and specified below.