

Dawn M. Baglos, 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
PRINCIPAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Marie R. Dugas	Elementary Assistant Principal Biscayne Gardens Elementary School	AP	Temporary Elementary Principal Biscayne Gardens Elementary School	PR
Sami M. Hamdan	Senior Assistant Principal Medical Academy for Science & Technology (M.A.S.T. @ Homestead)	AP	Interim Senior Principal BioTECH @ Richmond Heights 9-12 High School	PR
Maribel Rivera	Middle Assistant Principal George W. Carver Middle School	AP	Temporary K-8 Center Principal John I. Smith K-8 Center	PR

ADDED

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
ASSISTANT/VICE PRINCIPAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Maria Celeste Balsano	Senior Assistant Principal North Miami Beach Senior High School	AP	Vice Principal North Miami Beach Senior High School	VP
Paola F. Martinez	Student Activities Director Alonzo & Tracy Mourning Senior High Biscayne Bay	--	Temporary Senior Assistant Principal North Miami Beach Senior High School	AP

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
ASSISTANT/VICE PRINCIPAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>	
Cindy B. Miel	Reading Coach Hialeah Middle School	--	Temporary Elementary Assistant Principal Biscayne Gardens Elementary School	AP	} ADDED
Eugenia Salvo	Transformation Reading Coach Homestead Middle School	--	Temporary Elementary Assistant Principal Gloria Floyd 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>	
Michelle Chaidez	Instructional Support Specialist Office of Language Arts/Reading	20	District Supervisor, Instructional Support Department of English Language Arts	21	
Isis A. Clark	Staff Assistant Division of General Accounting	16	ERP Analyst Office of Treasury Management	17	} ADDED
Samuel A. Hernandez	District Analyst Division of General Accounting	17	Coordinator Office of the Controller	19	

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>
Yvonne T. Leon	Instructional Supervisor, ESE Office of Exceptional Student Education	21	Executive Director, ESE Office of Exceptional Student Education	22
Silvia A. Lewis	Reading Coach Charles D. Wyche, Jr. Elementary School	--	Instructional Support Specialist Office of Exceptional Student Education	20
Derick R. McKoy	Senior Principal Maritime & Science Technology Academy	PR	Administrative Director, Labor Relations Office of Labor Relations (Transition through June 2021)	24
Vivian Nunez	Curriculum Support Specialist Office of Exceptional Student Education	--	Instructional Supervisor, ESE Office of Exceptional Student Education	21
Dominique Patton-Lewis	School Social Worker Miami Carol City Senior High School	--	Student Advocate Office of Civil Rights Compliance	19
Jeny Priante	Audit Specialist Office of Management & Compliance Audit	19	District Supervisor, Financial Operations Division of General Accounting	21

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>
Jonder Salomon	Staff Specialist Office of the Controller	18	Coordinator Office of the Controller	19
Angel L. Vazquez	Outside Candidate	--	Executive Director, Facilities Operations Building Operations	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>
Aileen Vega	Elementary Principal Coral Park Elementary School	PR	Executive Director, Curriculum Support Department of Math & Science (Transition through June 2021)	22

ADDED

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>
Kathryn A. Beasley	Coordinator III, Transportation Operations Department of Transportation	42	Director I, Regional Transportation Department of Transportation	45

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>	
Johnathan Guillen	Senior Systems Support Specialist Infrastructure & System User Support	--	Senior Programmer Analyst I Application Development & Client Support	37	
David Gutierrez	Foreperson-Resident Maintenance Service Facilities Maintenance & Operations	--	Coordinator, Construction Facilities Maintenance & Operations	40	} ADDED
Titiana Lewis	Field Operations Specialist Department of Transportation	--	Transportation Operations Manager Department of Transportation	36	
Juan C. Nelson	Senior Network Analyst Network, Cybersecurity & Technical Services	42	Database Administrator Network, Cybersecurity & Technical Services	43	
Mary K. Ramos	Information Security Analyst I Data Security, Governance & Compliance	41	Cybersecurity Analyst III Data Security, Governance & Compliance	43	
Litce T. Roman	Network Infrastructure Support Infrastructure & System User Support	--	Cybersecurity Analyst Data Security Governance & Compliance	41	

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>	
Juana E. Rosales	Communication Analyst I Application Development & Client Support	39	Administrative Assistant II Division of Safety & Emergency Management	35	} ADDED
Robert M. Smith	Network & Cybersecurity Analyst I Office of Network, Cybersecurity & Technical Services	42	Network & Cybersecurity Analyst II Office of Network, Cybersecurity & Technical Services	43	
Alexander Valdes	Outside Candidate	--	Junior Developer Application Development & Client Support	42	} ADDED
Veronica Valdes	Supervisor I, Food Services Department of Food & Nutrition	43	Supervisor II, Contract/Supplies/ Transport Department of Food & Nutrition	44	
Daniel R. Urquiola	Foreperson-AC/Refrigeration Facilities Maintenance & Operations	--	Coordinator, Construction Facilities Maintenance & Operations	40	

RECOMMENDED: That The School Board of Miami-Dade County, Florida approve the recommendation for appointments and lateral transfers to be effective April 22, 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/>

<i>*MEP</i>		<i>DCSAA</i>	<i>School Police</i>		
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.