

Dr. Dawn M. Baglos, Chief Human Capital Officer
Office of Human Capital Management

**SUBJECT: REQUEST APPROVAL OF ADMINISTRATIVE APPOINTMENTS
FOR 2021-2022**

COMMITTEE: PERSONNEL, STUDENT, SCHOOL, AND COMMUNITY SUPPORT

**LINK TO STRATEGIC
PLAN: HIGHLY EFFECTIVE TEACHERS, LEADERS AND STAFF**

The administrative assignment recommendations are made in accordance with Board Policies 1120, 1130, 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. Therefore, Section B-6, F. of the Manual of Procedures for Managerial Exempt Personnel (MEP), should read "Upon written Board notification the Superintendent of Schools may authorize compensation adjustments related to changes in job responsibilities and retention of talent within the designated pay grade and salary ranges not otherwise provided in this section." 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 LATERAL ADMINISTRATIVE ASSIGNMENTS
PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Marie R. Dugas	Temporary Elementary Principal Biscayne Gardens Elementary School	PR	Elementary Principal Biscayne Gardens Elementary School	PR
Sami M. Hamdan	Interim Senior Principal BioTECH @ Richmond Heights 9-12 High School	PR	Senior Principal BioTECH @ Richmond Heights 9-12 High School	PR
Maribel Rivera	Temporary K-8 Center Principal John I. Smith K-8 Center	PR	K-8 Center Principal John I. Smith K-8 Center	PR

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
ASSISTANT PRINCIPAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Ricardo Merius	Teacher Hialeah-Miami Lakes Senior High School	--	Temporary Senior Assistant Principal Miami Central Senior High 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>
Elsa Berrios-Montijo	Staff Assistant Office of Management & Compliance Audits	16	District Analyst Office of Management & Compliance Audits	17
Maria C. Bruguera	Director I, Assessment Assessment, Research, & Data Analysis	45	Executive Director, Assessment Assessment, Research, & Data Analysis	22
Lashawn Holliman-Mclean	Director I, Regional Transportation Department of Transportation	45	District Director, Transportation Department of Transportation	23
Julissa E. Perez	External Candidate	--	Senior Purchasing Agent Office of Procurement Management Services	18
Leonid Rabinovich	Executive Director, School Choice Office of Instructional Technology (Grant Funded)	22	District Director, Choice Programs Office of Instructional Technology (Grant Funded)	23
Tanya E. Torrence	Business Manager George T. Baker Aviation Technical College	38	District Coordinator School Choice & Parental Options (Grant Funded)	19

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>	
Jose Barrera	Network Infrastructure Support The English Center	--	Senior Developer Application Development & Client Support	45	} ADDED
John D. Bryant	Foreperson-Sound & Communication Technician Maintenance Service Center	--	Coordinator I, Facilities Operations Facilities Operations, Maintenance	40	
Ivan Capeles	External Candidate	--	Supervisor I, Furniture, Fixture & Equipment Office of Procurement Management Services	43	} ADDED
Wynsette M. Cooper	Fiscal Specialist School Operational Support	--	Administrative Assistant I School Operational Support	34	
Jesus R. Franco	Network Analyst Infrastructure & System User Support	41	Facilities Support Coordinator Information Technology Services, Computer & Facilities Operations	42	} 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>
Ralph A. Franco	Network Infrastructure Support Technician Infrastructure & System User Support	--	Coordinator, Construction Facilities Operations, Maintenance	40
Arturo R. Garcia	Foreperson-AC & Refrigeration Maintenance Service Center	--	Coordinator, Construction Facilities Operations, Maintenance	40
Raul A. Gomez	Foreperson-Painters Maintenance Service Center	--	Coordinator I, Facilities Operations Facilities Operations, Maintenance	40
Ana M. Gotay	External Candidate	--	Project Supervisor I Application Development & Client Support	41
Fernando C. Mata	Network Infrastructure Support Infrastructure & System User Support	--	Network & Cybersecurity Analyst 1 Network, Cybersecurity & Technical Services	42
Lazara M. Varela	Programmer Assistant/Intern Application Development & Client Support	--	Senior Programmer Analyst I Application Development & Client Support	37

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>
Teresita M. Rodriguez	Executive Audit Director Office of Management & Compliance Audits	--	District Audit Director, Operational & Performance Audits Office of Management & Compliance Audits	--

RECOMMENDED: That The School Board of Miami-Dade County, Florida approve the recommendation for appointments and lateral transfers to be effective April 14, 2022, or as soon thereafter as can be facilitated, with the exception of the effective dates as noted throughout the item and update the language in the Managerial Exempt Personnel (MEP) Manual to align with the language as described in this item.

SALARY RANGES http://salary.dadeschools.net					
	*MEP		DCSAA		SCHOOL POLICE
26	\$114,945 - \$200,331	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

**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.