

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

**SUBJECT: REQUEST APPROVAL OF ADMINISTRATIVE APPOINTMENTS FOR
2022-2023 AND JOB DESCRIPTIONS**

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 1111; 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. 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.

Furthermore, authorization of the Board is requested to establish and classify and update job descriptions made in accordance with School Board Policy 1600 and with Florida Statutes 1001.42 and 1012.22. A copy of the job descriptions will be forwarded to Board Members under separate cover and will be placed on file in the offices of Citizen Information Center and the Board Recording Secretary.

D-21

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
ASSISTANT/VICE PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Matasha Mondy	Teacher Jose de Diego Middle School	--	Elementary Assistant Principal Southside Preparatory Academy Museums Magnet School	AP
Angel N. Robinson	Academic Coach - Reading Hialeah-Miami Lakes Senior High School	--	Senior Assistant Principal Hialeah-Miami Lakes Senior High School	AP

SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
ASSISTANT/VICE PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Alyssa M. Eskin-Rosenblatt	Middle Assistant Principal Miami Beach Nautilus Middle School	AP	Middle Assistant Principal John F. Kennedy Middle School	AP
Anna M. Navarro	Elementary Assistant Principal Riverside Elementary School	AP	Elementary Assistant Principal Henry M. Flagler Elementary School	AP
Belkis Puns	Elementary Assistant Principal Key Biscayne K-8 Center	AP	Elementary Assistant Principal Riverside Elementary School	AP

SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
ASSISTANT/VICE PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Pamela A. Taylor	Middle Assistant Principal John F. Kennedy Middle School	AP	Middle Assistant Principal Miami Beach Nautilus Middle School	AP
Frank M. Torres	Senior Assistant Principal Miami Beach Senior High School	AP	Elementary Assistant Principal Norman S. Edelcup/Sunny Isles Beach K-8	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>
Pedro Abreu	Returning to the District	--	Director, Facilities Services Plant Operations	21

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>
Fernando Hernandez	Coordinator III, Facilities Operations Facilities Operations, Maintenance	42	Supervisor II, Facilities Operations Facilities Operations, Maintenance	44

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>
Michael J. Pando	Leadperson-Vehicle Repair Department of Transportation	--	Manager, Transportation Maintenance Department of Transportation	38
Pablo A. Vilchez	Coordinator, Construction Facilities Operations, Maintenance	40	Coordinator III, Facilities Operations Facilities Operations, Maintenance	42
Kenneth R. Weilbacher	Foreperson-Network Infrastructure Support Technician Infrastructure & System User Support	--	Network Analyst Infrastructure & System User Support	41

RECOMMENDED: That effective July 21, 2022, or as soon thereafter as can be facilitated, The School Board of Miami-Dade County, Florida:

1. establish and classify the following MEP and DCSAA positions:
 - a. Administrative Director, Strategic Planning, MEP pay grade 24
 - b. Executive Director, Financial Management, MEP pay grade 22
 - c. Executive Director, School Safety, MEP pay grade 22
 - d. Executive Director, Specialized Services and Support, MEP pay grade 22
 - e. Supervisor, Financial Management, MEP pay grade 20
 - f. Compensation Analyst, MEP pay grade 16
 - g. Senior Investigator, Civilian Investigative Unit, DCSAA pay grade 43

2. approve the reclassification and/or updates, which include changes to title, paygrade, and/or minimum qualifications, of the following MEP and DCSAA job descriptions:
 - a. Audit Coordinator II, DCSAA pay grade 42, Office of Management & Compliance Audits
 - b. Senior Auditor, DCSAA pay grade 41, Office of Management & Compliance Audits
 - c. Staff Auditor II, DCSAA pay grade 40, Office of Management & Compliance Audits
 - d. District Audit Director, Operational & Performance Audits, Contracted, Office of Management & Compliance Audits
 - e. Executive Audit Director, Contracted, Office of Management & Compliance Audits

3. approve the recommendation for appointments and lateral transfers to be effective July 21, 2022, or as soon thereafter as can be facilitated, with the exception of the effective dates as noted throughout the item and authorize compensation adjustments pursuant to the MEP Manual.

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