

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.

**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>
Emperatriz Maldonado	Elementary Assistant Principal Myrtle Grove K-8 Center	AP	Interim K-8 Center Principal Myrtle Grove K-8 Center	PR
Michelle M. Sanchez	Elementary Assistant Principal Henry S. West Laboratory Elementary School	AP	Interim Elementary Principal Henry S. West Laboratory Elementary School	PR
Lucy Trillas	Senior Assistant Principal Alonzo & Tracy Mourning Senior High School, Biscayne Bay	AP	Interim Middle Principal Hialeah Middle School	PR

ADDED

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>
Michele A. Bush	Temporary Middle Principal Lamar Louise Curry Middle School	PR	Interim Middle Principal Lamar Louise Curry Middle School	PR
Rico L. Jones	Temporary Middle Principal Paul W. Bell Middle School	PR	Interim Middle Principal Paul W. Bell Middle School	PR

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>
Barbara R. Soto Pujadas	Elementary Principal Henry S. West Laboratory Elementary School	PR	Elementary Principal iPreparatory Academy	PR

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Cherly B. Agenor	Curriculum Support Specialist Education Transformation Office	--	Elementary Assistant Principal Fulford Elementary School	AP
Lisette Burns	Lead Teacher-Magnet Programs Miami Beach Nautilus Middle School	--	Temporary Middle Assistant Principal Highland Oaks Middle School	AP
Lema Gilliard	Teacher Medical Academy for Science & Technology (MAST@Homestead)	--	Elementary Assistant Principal Campbell Drive K-8 Center	AP
Janine C. Leyte-Vidal	Teacher Coral Gables Senior High School	--	Senior Assistant Principal Coral Gables Senior High School	AP

ADDED

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Linda Jolicoeur	Teacher Aventura Waterways K-8 Center	--	Elementary Assistant Principal Greynolds Park Elementary School	AP
Lazaro Martinez	Teacher Riviera Middle School	--	Senior Assistant Principal John A. Ferguson Senior High School	AP
Lissette E. Mendoza	Teacher Eugenia B. Thomas K-8 Center	--	Elementary Assistant Principal Santa Clara Elementary School	AP
Rosa Menendez	Teacher West Hialeah Gardens Elementary School	--	Temporary Elementary Assistant Principal North Miami Elementary School	AP
Matasha Mondy	Teacher Jose de Diego Middle School	--	Elementary Assistant Principal Southside Preparatory Academy Museums Magnet School	AP

ADDED

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Cynthia D. Padron	Interim Middle Principal Hialeah Middle School	PR	Middle Assistant Principal Hialeah Middle School (Career re-direction at the request of the incumbent)	AP
Angel N. Robinson	Academic Coach - Reading Hialeah-Miami Lakes Senior High School	--	Senior Assistant Principal Hialeah-Miami Lakes Senior High School	AP
Zuzel Rodriguez	Teacher Palm Springs North Elementary School	--	Elementary Assistant Principal Ernest R. Graham K-8 Academy	AP
Angel C. Williams-Rumph	Curriculum Support Specialist Education Transformation Office	--	Elementary Assistant Principal Orchard Villa Elementary School	AP

} ADDED

} ADDED

SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Kahmran P. Abrahams	Senior Assistant Principal TERRA Environmental Research Institute	AP	Senior Assistant Principal Homestead Senior High School	AP

} ADDED

SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Jeanette A. Arana	Temporary Elementary Assistant Principal Coconut Grove Elementary School	AP	Elementary Assistant Principal Coconut Grove Elementary School	AP
Leroy Axem II	Senior Assistant Principal Booker T. Washington Senior High School	AP	Senior Assistant Principal South Dade Senior High School	AP
Lori F. Bailey	Temporary Elementary Assistant Principal Dr. Rolando Espinosa K-8 Center	AP	Elementary Assistant Principal Dr. Rolando Espinosa K-8 Center	AP
Marieyola Baptiste	Elementary Assistant Principal Linda Lentin K-8 Center	AP	Middle Assistant Principal iPrep Academy North	AP
Isha S. Brown	Temporary Senior Assistant Principal South Miami Senior High School	AP	Elementary Assistant Principal South Miami K-8 Center	AP
Raquel Calveiro	Temporary Elementary Assistant Principal David Lawrence, Jr. K-8 Center	AP	Elementary Assistant Principal David Lawrence, Jr. K-8 Center	AP

ADDED

SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Ines Diaz	Elementary Assistant Principal Hubert O. Sibley K-8 Center	AP	Elementary Assistant Principal Gratigny Elementary School	AP
Kayla J. Edwards	Middle Assistant Principal North Dade Middle School	AP	Elementary Assistant Principal Myrtle Grove K-8 Center	AP
Alyssa M. Eskin-Rosenblatt	Middle Assistant Principal Miami Beach Nautilus Middle School	AP	Middle Assistant Principal John F. Kennedy Middle School	AP
Jocelyn A. Figueroa	Temporary Senior Assistant Principal Coral Gables Senior High School	AP	Senior Assistant Principal Coral Gables Senior High School	AP
Maria E. Gancedo-Guzman	Elementary Assistant Principal Comstock Elementary School	AP	Elementary Assistant Principal Maya Angelou Elementary School	AP
Ideal M. Garcia	Senior Assistant Principal John A. Ferguson Senior High School	AP	Senior Assistant Principal Center For International Education: A Cambridge Associate School	AP

ADDED

ADDED

SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Nersa V. Garcia	Senior Assistant Principal Homestead Senior High School	AP	Senior Assistant Principal TERRA Environmental Research Institute	AP
Techie M. Guzman	Temporary Elementary Assistant Principal Kinloch Park Elementary School	AP	Elementary Assistant Principal Kinloch Park Elementary School	AP
Chava C. Hart	Elementary Assistant Principal Campbell Drive K-8 Center	AP	Middle Assistant Principal Richmond Heights Middle School	AP
Constantino Hernandez	Senior Assistant Principal Miami Springs Senior High School	AP	Senior Assistant Principal Miami Beach Senior High School	AP
Shontel K. Holts	Temporary Elementary Assistant Principal Miami Lakes K-8 Center	AP	Elementary Assistant Principal Miami Lakes K-8 Center	AP
Kristen Jaile	Temporary Middle Assistant Principal Southwood Middle School	AP	Middle Assistant Principal Southwood Middle School	AP

ADDED

SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Ann M. Jordan	Temporary Elementary Assistant Principal Dante B. Fascell Elementary School	AP	Elementary Assistant Principal Dante B. Fascell Elementary School	AP
Yailen A. Julia	Temporary Elementary Assistant Principal Ben Sheppard Elementary School	AP	Elementary Assistant Principal Ben Sheppard Elementary School	AP
Lisa V. Kupski-Bruno	Temporary Community School Assistant Principal Wesley Matthews Elementary School	AP	Community School Assistant Principal Wesley Matthews Elementary School	AP
Kenan I. Lawhorne	Senior Assistant Principal Miami Norland Senior High School	AP	Middle Assistant Principal North Dade Middle School	AP
Isabel M. Lazcano	Elementary Assistant Principal Cutler Ridge Elementary School	AP	Elementary Assistant Principal Redondo Elementary School	AP
Cristina Madrigal	Elementary Assistant Principal Kenwood K-8 Center	AP	Elementary Assistant Principal Kendall Square K-8 Center	AP

ADDED

SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>	
Cindy B. Miel	Temporary Elementary Assistant Principal Thomas Jefferson/Biscayne Gardens K-8 Center	AP	Elementary Assistant Principal Thomas Jefferson/Biscayne Gardens K-8 Center	AP	} ADDED
Ashley M. Miller	Elementary Assistant Principal Gratigny Elementary School	AP	Elementary Assistant Principal Miami Shores Elementary School	AP	
Anna M. Navarro	Elementary Assistant Principal Riverside Elementary School	AP	Elementary Assistant Principal Henry M. Flagler Elementary School	AP	
Kendric Nixon	Middle Assistant Principal Jorge Mas Canosa Middle School	AP	Elementary Assistant Principal Coconut Palm K-8 Academy	AP	} ADDED
Llennery Pena	Elementary Assistant Principal Palm Springs North Elementary School	AP	Adult Assistant Principal Miami Sunset Adult & Community Education Center	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 PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Gracelynn Rosario	Temporary Middle Assistant Principal Paul W. Bell Middle School	AP	Middle Assistant Principal Paul W. Bell Middle School	AP
Richard D. Ruffin	Temporary Middle Assistant Principal Highland Oaks Middle School	AP	Elementary Assistant Principal Linda Lentin K-8 Center	AP
Giuseppe Semeraro	Elementary Assistant Principal South Miami K-8 Center	AP	Senior Assistant Principal Maritime & Science Technology (MAST) Academy	AP
Ryan M. Slater	Elementary Assistant Principal Coconut Palm K-8 Academy	AP	Elementary Assistant Principal Norma Butler Bossard Elementary School	AP
Liliana D. Suarez	Senior Assistant Principal Maritime & Science Technology (MAST) Academy	AP	Senior Assistant Principal Miami Springs Senior High School	AP
Latoya V. Tarpley	Elementary Assistant Principal Greynolds Park Elementary School	AP	Elementary Assistant Principal Palm Springs North Elementary School	AP

ADDED

SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
ASSISTANT 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
Darrius A. Watson	Temporary Elementary Assistant Principal Oak Grove Elementary School	AP	Elementary Assistant Principal Aventura Waterways K-8 Center	AP
Beatriz M. Zarraluqui	Temporary Elementary Assistant Principal Colonial Drive Elementary School	AP	Elementary Assistant Principal Colonial Drive 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>
Pedro Abreu	Returning to the District	--	Director, Facilities Services Plant Operations	21

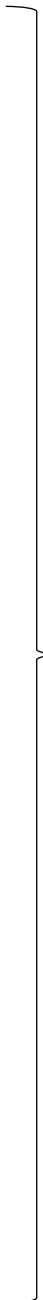
NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
MANAGERIAL EXEMPT

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Dwight A. Bernard	District Director, Charter Schools Charter School Compliance & Support	23	Interim Assistant Superintendent, Compliance & Support Charter School Compliance & Support	25
Jeannette Claro	Secretary/Treasurer-Elementary Gloria Floyd Elementary School	--	Staff Assistant Division of General Accounting (Grant Funded)	16
Rachel C. Gonzalez	Programmer Assist/Intern Application Development & Client Support	--	Application Support Specialist Application Development & Client Support	16
Maria E. Hernandez	Instructional Supervisor, School Operations/Business Office of School Leadership & Performance	21	Executive Director, School Operations Office of School Leadership & Performance	22
Randall L. Holmes	District Analyst Office of Post-Secondary, Career & Technical Education	17	Supervisor, Workforce Development Education Office of Post-Secondary, Career & Technical Education	20

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>
Cherol Marcelin	Communications Manager Office of Communications	37	Community Outreach Coordinator Office of Communications	19
Carlena M. Mitchell	Staff Specialist, Adult & Community Education Office of Post-Secondary, Career & Technical Education	18	Supervisor, Workforce Development Education Office of Post-Secondary, Career & Technical Education	20
Charisma H. Montfort	Assistant Procurement Officer Procurement Management Services	24	Interim Chief Procurement Officer Procurement Management Services (Succession Management)	25
Sergio Nieves	Compliance Analyst Office of Civil Rights Compliance	18	Executive Director, Civil Rights Compliance Office of Civil Rights Compliance	22
Karly Pulido	External Candidate	--	Sustainability Officer Office of Strategic Planning & Initiatives	24



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>
Naila Ramos	District Analyst Office of Risk & Benefits Management	17	Fringe Benefits Supervisor Office of Risk & Benefits Management	20
Aillette A. Rodriguez-Diaz	Interim Elementary Principal iPreparatory Academy	PR	District Director, Curriculum School Choice & Parental Options (Grant Funded)	23
Jamia C. Solomon	Procurement Specialist Procurement Management Services	33	Purchasing Agent Procurement Management Services	17
Zoe E. Walker	Coordinator, Budget Management Office of Budget Management (Grant Funded)	19	Executive Director, School Budgets Division of General Accounting	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>
Gabrielle N. Acosta	Community Liaison Specialist Miami Springs Adult & Community Education Center	--	Media Relations Specialist Office of Communications	36

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>	
Carmen Fernandez	District Coordinator Department of Title I Administration (Grant Funded)	19	Business Manager Miami Lakes Educational Center & Technical College	38	} ADDED
Fernando Hernandez	Coordinator III, Facilities Operations Facilities Operations, Maintenance	42	Supervisor II, Facilities Operations Facilities Operations, Maintenance	44	
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	
Lisa A. Zuozo	District Analyst Department of Transportation	17	Director I, Regional Transportation Department of Transportation	45	} ADDED

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 salary of \$120,000 for Karly Pulido the recommended candidate for the position of Sustainability Officer, MEP pay grade 24, based on her skills and relevant work experience. } ADDED
4. 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