

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

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

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.

The safety and security positions across bureaus within the District will respond to the increased responsibilities and workload associated with school discipline matters, safety trainings, drills, compliance reporting, coordination and collaboration with other law enforcement agencies and contracted safety providers as well as monitoring, site visits, and audits.

**Revised²
D-21**

Furthermore, authorization of the Board is requested 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 description 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.

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>
Kristine Estevez	Student Activities Director Hialeah Gardens Senior High School	--	Middle Assistant Principal Country Club Middle School	AP
Jeannette A. Martinez	District Supervisor, Instructional Support Educational Transformation Office (Grant Funded)	21	Middle Assistant Principal Jorge Mas Canosa Middle School (Effective 08/12/2022)	AP
Mesha L. Campbell-McLemore	Reading Coach Educational Alternative Outreach Program	--	Senior Assistant Principal Miami Norland Senior High School (Effective 08/15/2022)	AP
Albertha Nixon	ESE Placement Specialist Office of Educational Equity, Access & Diversity	--	Elementary Assistant Principal Educational Alternative Outreach Program (Grant Funded) (Effective 08/15/2022)	AP
Argentina R. Quick	Child Care Specialist Dorothy M. Wallace COPE Center	--	Temporary Elementary Assistant Principal Pine Villa Elementary School (Effective 08/26/2022)	AP

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>
Arlete S. Romero-Mena	Teacher Hialeah Senior High School	--	Senior Assistant Principal Westland Hialeah Senior High 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>
Jacqueline L. Villazon	Middle Assistant Principal Country Club Middle School	AP	Elementary Assistant Principal Henry S. West Laboratory 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>
Leroy Anderson	Budget Supervisor Charter School Compliance & Support	44	Fiscal Supervisor, Charter School Charter School Compliance & Support	20
Mariana Bofill	Teacher Charter School Compliance & Support	--	Instructional Supervisor, School Operations Charter School Compliance & Support	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>
Reginald L. Browne	Director, Police Support Operations Miami-Dade Schools Police Department	21	Executive Director, School Safety Miami-Dade Schools Police Department	22
Eric W. Bryant	External Candidate	--	Director, Contract Compliance Office of Economic Opportunity	21
Kim J. Campbell	District Coordinator Office of Innovation & School Choice	19	Executive Director, School Choice Innovation & School Choice	22
Carl Cartwright	External Candidate	--	District Director, Business Services, Accountability & Performance Office of District Operations	23
Michelle Denis	Fiscal Supervisor, Charter School Charter School Compliance & Support	20	Executive Director, Financial Management Charter School Compliance & Support	22

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>
Maria Gutierrez	Adult Assistant Principal Miami Sunset Adult & Community Education Center	AP	Executive Director, School Operations Office of Post- Secondary, Career & Technical Education	22
Christine J. Howard	External Candidate	--	Director, Contract Compliance Office of Economic Opportunity	21
Ivette Kaige-Gonzalez	Curriculum Support Specialist Educational Transformation Office	--	District Supervisor, Instructional Support Educational Transformation Office (Grant Funded)	21
Yessenia L. Lambo	Temporary Senior Assistant Principal Westland Hialeah Senior High School	AP	Instructional Supervisor, Adult/Community Education Office of Post- Secondary Career & Technical Education	21
Sacha L. Machado	ESE Placement Specialist Department of Exceptional Student Education	--	Instructional Support Specialist Department of Exceptional Student Education	20

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>
Yaritza Martin-Garay	District Analyst Office of Community Engagement	17	District Coordinator Administration & Compliance Office	19
Angel Naranjo	Coordinator I, Data Control Office of Mental Health Services	40	Staff Assistant Office of Mental Health Services	16
Esther M. Ortega	Fiscal Specialist Department of Compensation Administration	--	ERP Analyst (Temporary) Department of Compensation Administration	17
Corina Putt	Director, Police Support Operations Miami-Dade Schools Police Department	21	Executive Director, School Safety Miami-Dade Schools Police Department	22
Roxanne M. Sanchez	Instructional Supervisor, Teacher Incentive/Retention Office of Professional Learning & Career Development (Grant Funded)	21	Executive Director, Professional Development Office of Professional Learning & Career Development (Grant Funded)	22

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>
Carlos Sarmiento	External Candidate	--	Executive Director, External Communications Office of Communications	22
Elizabeth L. Soto	District Analyst Office of Risk & Benefits Management	17	Risk Compliance Coordinator Office of Risk & Benefits Management	19
Mahati Tonk	District Director, Charter School Charter School Compliance & Support	23	Administrative Director, Strategic Planning Office of Strategic Planning & Initiatives	24

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>
Tracie N. Abner	Assistant Superintendent, Educational Services Department of Exceptional Student Education	25	Assistant Superintendent, School Operations Office of School Leadership & Performance	25

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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>
Yvenson Delphonse	External Candidate	--	Investigator, CIU Civilian Investigative Unit (Grant Funded)	42
Lisa M. Felix	Technical Service Liaison Application Development & Client Support	42	Senior Developer Application Development & Client Support	45
Doneal Ford	External Candidate	--	Procurement Specialist Procurement Management Services	33
Jorge Hernandez	Coordinator, Construction Facilities Operations- Maintenance	40	Coordinator III, Facilities Operations Facilities Operations- Maintenance	42
Shella Joseph	External Candidate	--	Investigator, CIU Civilian Investigative Unit	42
Samantha D. Liberal	Investigator, CIU Civilian Investigative Unit	42	Senior Investigator, CIU Civilian Investigative Unit	43

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>
Ricardo B. Meneses	Asbestos Program Inspector Department of Environmental Management	34	Environmental Design Coordinator Department of Environmental Management	40
Keith B. Mitchell	Investigator, CIU Civilian Investigative Unit	42	Senior Investigator, CIU Civilian Investigative Unit	43
Katrice Strozier-Thomas	External Candidate	--	Procurement Specialist Procurement Management Services	33
Juan C. Viera	Manager, Transportation Maintenance Department of Transportation	38	Coordinator III, Transportation Fleet Maintenance Department of Transportation	42

NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
CONTRACTED

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Reinaldo Montano	Executive Director, CIU Civilian Investigative Unit	--	District Director, CIU Civilian Investigative Unit	--

RECOMMENDED: That effective September 8, 2022, or as soon thereafter as can be facilitated, The School Board of Miami-Dade County, Florida:

1. approve the reclassification of Senior Audit Coordinator, DCSAA pay grade 42 to pay grade 43.
2. approve the recommendation for appointments and lateral transfers to be effective September 8, 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	CONTRACTED
26	\$114,945 - \$200,331	47	\$ 70,866 - \$125,310	S3	\$108,384 - \$139,160	\$ 91,335 - \$144,000
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