

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 described below 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>
Solomon Homidas	Elementary Assistant Principal Brentwood Elementary School	AP	Temporary Elementary Principal Natural Bridge Elementary 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	Interim Middle Principal Lamar Louise Curry Middle School	PR	Middle Principal Lamar Louise Curry Middle School	PR
Rico L. Jones	Interim Middle Principal Paul W. Bell Middle School	PR	Middle Principal Paul W. Bell Middle School	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>
Dandrea Harris	Teacher Holmes Elementary School	--	Temporary Elementary Assistant Principal Norman S. Edelcup/Sunny Isles Beach K-8 (Effective 02/22/2023)	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>
Octavia D. Johnson	Teacher Madie Ives K-8 Preparatory Academy	--	Temporary Elementary Assistant Principal Madie Ives K-8 Preparatory Academy	AP
Katina L. McRae	Teacher Van E. Blanton Elementary School	--	Temporary Elementary Assistant Principal Brentwood Elementary School	AP
Rita N. Ramirez	Teacher Southwood Middle School	--	Temporary Middle Assistant Principal Cutler Bay Middle School (Effective 02/27/2023)	AP
Maria M. Zabala	Teacher Paul W. Bell Middle School	--	Temporary Elementary Assistant Principal Pinecrest Elementary School (Effective 02/23/2023)	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>
Monica Alba-Nunez	Elementary Assistant Principal Madie Ives K-8 Preparatory Academy	AP	Senior Assistant Principal Dr. Michael M. Krop Senior High 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>
Amaury J. Arias	External Candidate	--	District Supervisor, Financial Operations Department of Early Childhood Programs (Grant Funded)	21
Doneal J. Ford	Procurement Specialist Procurement Management Services	35	Staff Assistant Procurement Management Services	16
Hadassah J. Guerrier	Fiscal Specialist Compensation Administration	--	Compensation Analyst Compensation Administration	16
Carlos R. Limon	Executive Director, Stores & Mail Distribution/Maintenance Material Management Stores/Mail Distribution Center	22	District Director, Vehicle Maintenance Department of Transportation	23
Nestor E. Marcia	Instructional Support Specialist Department of Mathematics and Science	20	District Supervisor, Instructional Support Department of Mathematics and Science	21
Luis O. Martinez	Returning to the District	--	Executive Director, Energy and Communications District Inspections, Operations and Emergency Management	22

ADDED

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>	
Miriam Rivera	Fiscal Specialist Compensation Administration	--	Compensation Analyst Compensation Administration	16	} ADDED
Karen B. Smith	Forms Analyst Governmental Affairs & Land Use	--	District Coordinator Governmental Affairs & Land Use	19	
Alina Viera	Administrative Assistant to Superintendent Office of the Superintendent	--	Administrative Coordinator Office of the Superintendent	18	

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>	
Ronald G. Redmon	Administrative Director, ABC and Athletics Division of Athletics and Activities	24	Administrative Director, Athletics and Activities Division of Athletics and Activities	24	} REVISED

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 A. Antigua	Senior Micrographics Technician Department of Food and Nutrition	--	Programmer Analyst II Department of Food and Nutrition	35	} 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>	
Ricardo R. Garcia	Senior Network Analyst Network, Cybersecurity and Technical Services	42	Database Administrator Network, Cybersecurity and Technical Services	43	}
Guerlyne Jean	Treasurer Miami Beach Senior High School	--	Staff Auditor II Office of Management and Compliance Audits (Grant Funded)	40	
Nathalie Montenegro	External Candidate	--	Nutritional Program Supervisor Department of Food and Nutrition	43	
Cesar Ramos	External Candidate	--	Supervisor I, Food Services Department of Food and Nutrition	43	
Xavier L. Smith	Foreperson-Plumbers Facilities Operations, Maintenance	--	Coordinator, Construction Facilities Operations, Maintenance	40	
Ashley J. Webb	Accounting Specialist Facilities Operations, Maintenance	--	Manager III, Facilities Operation Facilities Operations, Maintenance	39	} ADDED

RECOMMENDED: That effective March 16, 2023, or as soon thereafter as can be facilitated, The School Board of Miami-Dade County, Florida:

1. establish and classify:
 - a. Superintendent of Schools, Contracted
 - b. District Supervisor, Student Funding, MEP pay grade 21

2. approve the reclassification and/or updates, which include changes to title, pay grade, and/or minimum qualifications, of the following MEP and DCSAA job descriptions:
 - a. Administrative Director, ABC and Athletics, MEP pay grade 24 to Administrative Director, Athletics and Activities, MEP pay grade 24
 - b. FTE Support Specialist, DCSAA pay grade 35 to FTE Senior Auditor, DCSAA pay grade 36

3. approve the recommendation for appointments and lateral transfers to be effective March 16, 2023, 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	\$117,244 - \$204,839	47	\$ 73,701 - \$125,310	S3	\$110,552 - \$142,292
25	\$108,370 - \$167,690	46	\$ 70,194 - \$119,351	S2	\$ 89,606 - \$131,673
24	\$103,362 - \$157,465	45	\$ 66,851 - \$113,662		
PR	\$100,612 - \$132,556	44	\$ 63,669 - \$108,255		
23	\$ 93,162 - \$147,240	43	\$ 60,632 - \$103,094		
22	\$ 83,300 - \$137,015	42	\$ 57,754 - \$ 98,200		
21	\$ 77,183 - \$126,790	41	\$ 55,005 - \$ 93,525		
VP	\$ 80,481 - \$102,923	40	\$ 52,378 - \$ 89,065		
AP (12m)	\$ 78,328 - \$ 98,970	39	\$ 49,889 - \$ 84,826		
AP (10m)	\$ 73,292 - \$ 93,921	38	\$ 47,518 - \$ 80,798		
20	\$ 71,536 - \$116,565	37	\$ 45,247 - \$ 76,937		
19	\$ 66,552 - \$100,205	36	\$ 43,000 - \$ 73,267		
18	\$ 61,846 - \$ 89,980	35	\$ 40,000 - \$ 69,790		
17	\$ 55,956 - \$ 79,755				
16	\$ 52,846 - \$ 69,530				