

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

**SUBJECT:                   REQUEST APPROVAL OF:**  
**1. THE SUPERINTENDENT’S RESTRUCTURING OF THE OFFICE OF**  
**FACILITIES DESIGN AND CONSTRUCTION, AND**  
**2. ADMINISTRATIVE APPOINTMENTS FOR 2022-2023**

**COMMITTEE:               PERSONNEL, STUDENT, SCHOOL, AND COMMUNITY SUPPORT**

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

Authorization of the Board is requested to approve the reorganization and restructuring of selected district offices. In accordance with School Board Policies 1111; 1120; 1120.01; 1121; 1130; 1130.01; 1130.02; 3120.01, and the Miami-Dade County Public Schools/Dade County School Administrators’ Association labor contract; it is within the Superintendent’s authority to recommend to the Board for approval this organizational restructuring within the district.

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.

## **Office of Facilities Design and Construction**

In November of 2012, the General Obligation Bond Program (GOB) in the amount of \$1.2 billion dollars was approved to renovate, construct, and modernize school facilities. As of May 2023, 276 main and 788 accelerated or complimentary projects have been completed, totaling 1,056 projects. Aside to the GOB program, 132 non-GOB funded projects have also been completed during that time frame.

As the sunseting of the GOB nears, the Office of Facilities Design and Construction needs to ensure continuity of enhanced, renovated buildings, upgraded technologies, sustainability of schools, and the safety and security of students. The continued implementation of the 5-year capital plan outside the GOB which totals over \$800 million in facilities' improvements, additionally another \$100 million (approximate) of ESSER eligible projects throughout the district. It will need to also continue the efforts of advance planning for facilities, growth management, real estate, and leasing acquisitions. Finally, management of the capital budget and continued compliance of educational facilities will need to be managed. Since the passage of the (GOB) in 2012 workloads in the Office of Facilities Design and Construction have shifted significantly. The office now extensively relies on contracted personnel to perform project supervision functions through the program management contract.

Nonetheless, the work and level of effort of district employees responsible for carrying out the assignments and tasks has significantly increased and many of them have retired or left the district. In addition, district personnel are being courted by competitive salaries from municipalities and the private sector. The following configuration with new leadership and district staff will reduce the district's overall reliance on the external program manager in the Office of Facilities Design and Construction and assure continued operational efficiency.

The reconfiguration of the Office of Facilities Design and Construction, Capital Improvement Projects, Governmental Affairs and Land Use, Capital Construction Budgets and Controls, and Educational Facilities Code Compliance will be conducted in two phases. Phase 1 will enhance staffing in the Office of Facilities Design and Construction by 29 additional positions including the positions of Assistant Superintendent (MEP 25) and Administrative Director (MEP 24). The cost associated with the proposed positions minus the reduction of expenses in salary and benefits associated with the elimination or downgrading of vacant positions and the reduction of expenses with the program management contract yield an approximate savings of \$1 million.

Phase 2 of this realignment will be considered if additional positions are needed to meet the demands of the five-year Capital Plan. Should it be determined that additional positions are needed to align the departments of Capital Improvement Projects, Governmental Affairs and Land Use, Capital Construction Budgets and Controls, Educational Facilities Code Compliance, the cost of said positions will be funded from the remaining overall net savings from the elimination of program management positions.

**SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS**  
**PRINCIPALS**

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>
Ericka H. Caldwell	Interim Principal Adult Education South Dade Technical College	PR	Principal Adult Education South Dade Technical College	PR
Paul M. Clermont	Interim Elementary Principal Toussaint L'Ouverture Elementary School	PR	Elementary Principal Toussaint L'Ouverture Elementary School	PR
Daniel Diaz	Interim Elementary Principal Miami Shores Elementary School	PR	Elementary Principal Miami Shores Elementary School	PR
Lizette M. Estevez	Interim Middle Principal Lake Stevens Middle School	PR	Middle Principal Lake Stevens Middle School	PR
Dania Garcia	Interim Elementary Principal Melrose Elementary School	PR	Elementary Principal Melrose Elementary School	PR
Latoya A. James	Interim Elementary Principal North Dade Center for Modern Languages	PR	Elementary Principal North Dade Center for Modern Languages	PR
Lee R. Krueger	Interim Senior Principal Dr. Michael M. Krop Senior High School	PR	Senior Principal Dr. Michael M. Krop Senior High School	PR

**SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS**  
**PRINCIPALS**

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>
Derrick J. Moore	Interim Middle Principal Brownsville Middle School	PR	Middle Principal Brownsville Middle School	PR
Javier G. Nora	Interim Middle Principal Riviera Middle School	PR	Middle Principal Riviera Middle School	PR
Roniel Osorio	Interim Middle Principal West Miami Middle School	PR	Middle Principal West Miami Middle School	PR
Maggie M. Rodriguez	Interim Senior Principal Design and Architecture Senior High School	PR	Senior Principal Design and Architecture Senior High School	PR
Shante N. Thompson	Interim Elementary Principal Rockway Elementary School	PR	Elementary Principal Rockway Elementary School	PR

**NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**  
**MANAGERIAL EXEMPT**

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>
Franklin R. Castellon	Instructional Supervisor, Teacher Incentive/Retention Instructional Staffing	21	Executive Director, Instructional Staffing Instructional Staffing (Succession Management) (Effective 07/01/2023)	22

**NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**  
**MANAGERIAL EXEMPT**

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>
Fred J. Clermont	Elementary Assistant Principal Early Childhood Programs (Grant Funded)	AP	Director, Community Outreach Title I Supplemental Services (Grant Funded)	21
Felicia K. Joseph	Middle Principal Howard D. McMillan Middle School	PR	District Director, Curriculum Schools Choice & Parental Options (Grant Funded)	23
Patrick J. Salmasi	District Director, ESE Programs Psychological Services (Grant Funded)	23	Administrative Director, Exceptional Student Education Psychological Services (Grant Funded)	24

**NON-SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS**  
**MANAGERIAL EXEMPT**

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>
Jacqua J. Little	Elementary Principal Avocado Elementary School	PR	Executive Director, Title I Title I Supplemental Services (Grant Funded)	22

**NON-SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**  
**PROFESSIONAL TECHNICAL**

<b><u>NAME</u></b>	<b><u>CURRENT ASSIGNMENT</u></b>	<b><u>CURRENT PG</u></b>	<b><u>NEW ASSIGNMENT</u></b>	<b><u>NEW PG</u></b>
Samuel Mukasa	External Candidate	--	Procurement Specialist Procurement Management Services (Grant Funded)	35

**RECOMMENDED:** That effective June 22, 2023, or as soon thereafter as can be facilitated, The School Board of Miami-Dade County, Florida:

1. approve the proposed restructuring of the Office of Facilities Design and Construction; and
2. approve the recommendation for appointments and lateral transfers to be effective June 22, 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.

<b>SALARY RANGES</b>					
<a href="http://salary.dadeschools.net">http://salary.dadeschools.net</a>					
	<b>*MEP</b>		<b>DCSAA</b>		<b>SCHOOL POLICE</b>
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				