

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

**SUBJECT: REQUEST APPROVAL OF ADMINISTRATIVE APPOINTMENTS FOR
2023-2024**

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.

At the School Board meeting of June 21, 2023, the Board approved Agenda Item D-21, restructuring the Office of Facilities and Design Construction. The proposed restructuring yielded an approximate savings of \$1 million from salary and benefits associated with the elimination or downgrading of vacant positions and the reduction of expenses with the program management contract.

D-21

Similar to Facilities, with the onset of the General Obligation Bond, maintenance staffing was also significantly reduced. As such, the sunset of the General Obligation Bond highlights the need to ensure continuity of enhanced, renovated buildings, upgraded technologies, sustainability of schools, and the safety and security of students. In order to ensure the safety and security of students within the district, it is imperative to significantly enhance human capital investments in the area of Maintenance Operations. Investments in human capital will allow the department to attract and retain skilled personnel who possess the expertise necessary to address complex maintenance needs of educational facilities. This includes preventative maintenance, promptly addressing repairs, facilitating the work order backlog, and implementing safety measures all of which foster an environment conducive to learning. Moreover, an adequately staffed maintenance team can contribute to the overall longevity of school infrastructure by providing appropriate maintenance for our older facilities, which would reduce long-term costs and ensure a sustained commitment to the well-being of students and the broader school community. In essence, prioritizing human capital investments in Maintenance Operations is a proactive and essential step toward creating a secure and conducive educational environment for all students.

This item seeks authorization to invest in the Maintenance Operations department with eleven (11) positions, along with promotion/reclassification of selected positions. The necessary increase in the footprint of maintenance staff can be realized at no additional cost to the district from the elimination or downgrading of vacant positions and savings obtained through the Board-approved restructuring of the Office of Facilities and Design Construction in June 2023. The addition of these positions will ensure successful implementation of strategies that properly maintain facilities and that maintenance is performed within budget and on schedule, keeping a heightened focus on quality and safety.

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
VICE/ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Cesar V. Martinez	Teacher Coral Reef Senior High School	--	Temporary Senior Assistant Principal Coral Reef Senior High School	AP
Zamantha B. Rivera	Media Specialist iPreparatory Academy	--	Temporary Elementary Assistant Principal Melrose Elementary School	AP

SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
VICE/ASSISTANT PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Angela D. Almaguer	Elementary Assistant Principal Melrose Elementary School	AP	Technical College Assistant Director Miami Lakes Educational Center and Technical College	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>
Loreta Costanza	Student Funding Specialist Federal and State Compliance Office	18	Coordinator, Foreign Records/Transfers Federal and State Compliance Office	19

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>
Emma L. Garcia	District Coordinator Charter School Compliance and Support (Grant Funded)	19	Coordinator, School Operations Charter School Compliance and Support	20
Jose A. Gomez	District Coordinator Charter School Compliance and Support (Grant Funded)	19	Coordinator, School Operations Charter School Compliance and Support	20
Khristal E. Gooding	Teacher Robert Morgan Educational Center	--	Director, Community Development and Public Outreach Office of Intergovernmental Affairs, Family and Community Engagement	21
Briana T. Llado	Curriculum Support Specialist Instructional System-Wide	--	Director, Community Outreach Department of Exceptional Student Education (Grant Funded)	21
Raymonde A. Reyes	District Coordinator Department of Family Support Services	19	Director, Community Outreach Department of Family Support Services (Grant Funded)	21
Wilfredo Salvador	.Net Web Application Developer Application Development and Client Support	17	SAP ABAP Programmer Application Development and Client Support	18

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>
Sharon E. Williams	Returning to the district	--	Staff Assistant Governmental Affairs and Land Use	16

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>
Nastasia Schreiner	External Candidate	--	Supervisor II, Research Services Assessment, Research and Data Analysis	44

RECOMMENDED: That effective March 14, 2024, or as soon thereafter as can be facilitated, The School Board of Miami-Dade County, Florida:

1. approve the proposed restructuring of Maintenance Operations.
2. approve the recommendation for appointments and lateral transfers to be effective March 14, 2024, 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	\$120,762 - \$213,033	47	\$ 75,912 - \$129,070	S3	\$113,869 - \$157,984
25	\$111,622 - \$188,398	46	\$ 72,300 - \$122,932	S2	\$ 92,295 - \$136,940
24	\$106,463 - \$178,764	45	\$ 68,857 - \$117,072		
PR	\$103,631 - \$162,417	44	\$ 65,579 - \$111,503		
23	\$ 95,957 - \$170,130	43	\$ 62,452 - \$106,187		
22	\$ 85,799 - \$162,417	42	\$ 59,487 - \$101,146		
21	\$ 79,499 - \$145,835	41	\$ 56,656 - \$ 96,331		
VP	\$ 82,896 - \$124,352	40	\$ 53,950 - \$ 91,737		
AP (12m)	\$ 80,678 - \$118,430	39	\$ 51,386 - \$ 87,371		
AP (10m)	\$ 75,491 - \$110,390	38	\$ 48,944 - \$ 83,222		
20	\$ 73,683 - \$135,228	37	\$ 46,605 - \$ 79,246		
19	\$ 68,549 - \$125,596	36	\$ 44,290 - \$ 75,466		
18	\$ 63,702 - \$104,580	35	\$ 41,200 - \$ 71,884		
17	\$ 57,635 - \$ 93,946				
16	\$ 54,432 - \$ 82,312				