

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

**SUBJECT: REQUEST APPROVAL OF ADMINISTRATIVE APPOINTMENTS FOR
2024-2025**

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 March 2024 Board Meeting, the Board approved Board Item D-21 which realized a significant investment in the Office of Facilities Maintenance and Operations. This investment included personnel to perform preventative safety and maintenance tasks. As the final phase of the personnel realignment for the Office of Facilities Maintenance and Operations, the position of Assistant Superintendent is being added. This Assistant Superintendent will oversee and manage all maintenance improvement projects; maintenance systems and workload; building systems security; centralized support services; and resource management. This position is cost neutral to the District due to the closing of vacant positions.

Miami-Dade County Public Schools' Early Childhood Program offers a variety of free educational programs from birth to four years old, including voluntary Pre-Kindergarten programs for VPK, Head Start, Early Head Start, and Pre-Kindergarten for students in our Exceptional Student Education Programs. These programs support the educational and developmental needs of young children. So that M-DCPS may continue to be the community's best choice for early childhood programs a new Executive Director position is being added. This Executive Director will assist administration in the Department of Early Childhood Programs by managing the newly established District "Pre-K Network" which includes early childhood classrooms in the following departments: Career and Technical Education (CTE) Early Childhood Education (ECE), Alternative/Adult Education, and magnet programs such as Montessori, collaborate with the different department staff to align curricula and professional learning ensuring compliance with federal, state and local early learning requirements and regulations, and oversee the Curriculum Support Specialists assigned to each of the departments in the Pre-K Network. This realignment of programs and services will yield improved services to families. There is no cost to the District's general fund as this is funded through the American Rescue Plan Act reimbursements provided to the District.

SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
ASSISTANT PRINCIPAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Lori F. Bailey	Senior Assistant Principal Ronald W. Reagan/Doral Senior High School	AP	Senior Assistant Principal J.C. Bermudez Doral Senior High School (Effective 07/09/2024)	AP
Isamara M. Berrios	Middle Assistant Principal Palmetto Middle School	AP	Senior Assistant Principal Southwest Miami Senior High School (Effective 07/09/2024)	AP
Joann A. Blanco	Elementary Assistant Principal Royal Palm Elementary School	AP	Elementary Assistant Principal South Miami Heights Elementary School (Effective 07/09/2024)	AP
Deanne M. Boyd	K-8 Center Assistant Principal Leewood K-8 Center	AP	Middle Assistant Principal Palmetto Middle School (Effective 07/09/2024)	AP
Joel S. Castellanos	Middle Assistant Principal Lake Stevens Middle School	AP	K-8 Center Assistant Principal Bob Graham Education Center (Effective 07/09/2024)	AP
Tequila S. Clayton	Elementary Assistant Principal Toussaint L'Ouverture Elementary School	AP	Elementary Assistant Principal Lakeview Elementary School (Effective 07/09/2024)	AP

SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
ASSISTANT PRINCIPAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Omelia S. Clemmons	Temporary Elementary Assistant Principal Gratigny Elementary School	AP	Elementary Assistant Principal Joella Good Elementary School (Effective 07/09/2024)	AP
Shandra G. Colzie	Elementary Assistant Principal Dr. Edward L. Whigham Elementary School	AP	Senior Assistant Principal South Dade Senior High School (Effective 07/09/2024)	AP
Fernando P. Diaz	Middle Assistant Principal Miami Beach Nautilus Middle School	AP	Middle Assistant Principal Lawton Chiles Middle School (Effective 07/09/2024)	AP
Natalie J. Garcia	Elementary Assistant Principal Gloria Floyd Elementary School	AP	K-8 Center Assistant Principal Leewood K-8 Center (Effective 07/09/2024)	AP
Anjanette Hallman	Elementary Assistant Principal Lakeview Elementary School	AP	Elementary Assistant Principal Coconut Grove K-8 Center (Effective 07/09/2024)	AP
Chava C. Hart	Middle Assistant Principal Richmond Heights Middle School	AP	Elementary Assistant Principal Dr. Edward L. Whigham Elementary School (Effective 07/09/2024)	AP

SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
ASSISTANT PRINCIPAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Cliffina J. Johnson	Elementary Assistant Principal Holmes Elementary School	AP	Elementary Assistant Principal Toussaint L'Ouverture Elementary School (Effective 07/09/2024)	AP
Jesus Mesa	K-8 Center Assistant Principal Bob Graham Education Center	AP	Middle Assistant Principal Lake Stevens Middle School (Effective 07/09/2024)	AP
Maria Y. Rodriguez	K-8 Center Assistant Principal Citrus Grove K-8 Center	AP	K-8 Center Assistant Principal Henry S. West Laboratory School (Effective 07/09/2024)	AP
Richard D. Ruffin	K-8 Center Assistant Principal Linda Lentin K-8 Center	AP	Elementary Assistant Principal Norland Elementary School (Effective 07/09/2024)	AP
Akera M. Singleton	Senior Assistant Principal Miami Southridge Senior High School	AP	Middle Assistant Principal Richmond Heights Middle School (Effective 07/09/2024)	AP
Elisa P. Smith	Elementary Assistant Principal Norland Elementary School	AP	Elementary Assistant Principal Gratigny Elementary School (Effective 07/09/2024)	AP

SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
ASSISTANT PRINCIPAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Terry L. Thompson	Temporary Elementary Assistant Principal Jack D. Gordon Elementary Community School	AP	Elementary Assistant Principal Royal Palm Elementary School (Effective 07/09/2024)	AP
Maria L. Valerio	Elementary Assistant Principal South Miami Heights Elementary School	AP	Elementary Assistant Principal Robert Russa Moton Elementary School (Effective 07/09/2024)	AP
Mayra V. Ventura	Elementary Assistant Principal Robert Russa Moton Elementary School	AP	K-8 Center Assistant Principal Winston Park K-8 Center (Effective 07/09/2024)	AP
Cedric L. Ward	K-8 Center Assistant Principal Winston Park K-8 Center	AP	Elementary Assistant Principal Gloria Floyd Elementary School (Effective 07/09/2024)	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>
Flore E. Charles	Personnel Aide Support Personnel Staffing	--	Recruiter Support Personnel Staffing	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>
Antonietta M. DiGirolamo	Returning to the District	--	District Supervisor, Charter Schools Charter School Compliance and Support (Grant Funded)	21
Marvin J. Francisco	Administrative Director, Facilities Operations Facilities Maintenance and Operations	24	Assistant Superintendent, Facilities Operations Facilities Maintenance and Operations	25
Gladys M. Jones	Director, Alternative Education Alternative Education	21	Executive Director, Dropout Prevention Alternative Education	22
Janelle Marzouka	External Candidate	--	Wellness Supervisor Office of Risk and Benefits Management	20
Sheneka L. McKenzie-Lawrence	Teacher Miami-Dade Virtual School	--	Executive Director, Dropout Prevention Office of School Leadership and Performance (Grant Funded)	22
Britney D. Moreno	Coordinator, School Operations 5000 Role Models	20	Instructional Supervisor, School Operations 5000 Role Models	21

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>
Toolsie Harbajan	Manager, Transportation Maintenance Department of Transportation	38	Coordinator III, Transportation Fleet Maintenance Department of Transportation	42
Danielly Velazquez Moreno	Business Management Assistant Media Programs	--	Administrative Assistant II Media Programs	36

RECOMMENDED: That effective July 25, 2024, or as soon thereafter as can be facilitated, The School Board of Miami-Dade County, Florida approve the recommendation for appointments and lateral transfers to be effective July 25, 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				