

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

**SUBJECT: REQUEST APPROVAL OF ADMINISTRATIVE APPOINTMENTS FOR
2024-2025 AND JOB DESCRIPTION(S)**

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.

Miami-Dade County Public Schools is the third largest school district in the nation and the largest landowner in the county. Throughout the last few years living in Miami-Dade County has become extremely difficult mainly due to the high cost of real estate. The district has been leading in developing strategies involving a few of its properties to include housing for the district's workforce, revenue generation for facilities improvements while also adhering to the core mission of education within those proposed developments. As a good steward and fiscally responsible agency, the Office Facilities Design and Construction is opening a new department within the Bureau; the Department of Real Estate Management and Development will be comprised of an Administrative

Director, Real Estate Development; District Director, Urban Planner; Director, Workforce Housing Partnership and Initiatives; and Geographic Information Systems (GIS) Analyst. This department will be responsible for continuing and further expanding the strategies, models and approaches of maximizing our land inventory by evaluating land sites for development while addressing the district's educational facilities needs. The newly established department will be funded from the revenue generation incorporated within redevelopment projects.

Furthermore, authorization of the Board is requested to establish and classify and update job description(s) made in accordance with School Board Policy 1600 and with Florida Statutes 1001.42 and 1012.22. A copy of the job description 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.

SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
VICE/ASSISTANT PRINCIPAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Patrick A. Curtis	Senior Assistant Principal Coral Gables Senior High School	AP	Senior Assistant Principal South Miami Senior High School (Effective 08/19/2024)	AP
Stanley L. Nelson	Senior Assistant Principal South Miami Senior High School	AP	Senior Assistant Principal Coral Gables Senior High School (Effective 08/19/2024)	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>
Samuel A. Hernandez	Coordinator Office of the Controller	19	Executive Director, District Budgets Office of Budget Management	22

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>
Georgina M. Hidalgo	District Director, Charter Schools Charter School Compliance and Support	23	District Director, Career Preparation Office of Post-Secondary Career and Technical Education	23

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>
Angela E. Thomas-Dupree	District Director, Career Preparation Office of Post-Secondary Career and Technical Education	23	District Director, Charter Schools Charter School Compliance and Support	23

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>
Camila Fernandez	External Candidate	--	Visual Media Manager Media Programs	37

RECOMMENDED: That effective September 12, 2024, or as soon thereafter as can be facilitated, The School Board of Miami-Dade County, Florida:

1. establish and classify the following MEP positions:
 - a. Administrative Director, Real Estate Development, pay grade 24
 - b. District Director, Urban Planner, pay grade 23
 - c. Workforce Housing Director, pay grade 21
 - d. GIS Analyst, pay grade 19

2. approve the changes of the title and minimum qualifications of Commander, MEP pay grade S2 to Captain, MEP pay grade S2.

3. In alignment with other law enforcement agencies, approve and laterally appoint the following:
 - a. Ismael Castilla, Commander, MEP pay grade S2 to Captain, MEP pay grade S2
 - b. Lourdes Hodges, Commander, MEP pay grade S2 to Captain, MEP pay grade S2
 - c. Montoya K. Jackson, Commander, MEP pay grade S2 to Captain, MEP pay grade S2
 - d. Wilfredo Mora, Commander, MEP pay grade S2 to Captain, MEP pay grade S2
 - e. Beatriz Peraza, Commander, MEP pay grade S2 to Captain, MEP pay grade S2
 - f. Pijhon Valcourt, Commander, MEP pay grade S2 to Captain, MEP pay grade S2

4. approve the recommendation for appointments and lateral transfers to be effective September 12, 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				