

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.

In alignment with our three (3) year IT Roadmap and aligned with Agenda Item H-4, Equitable Digital Experience Framework 2025, and to effectively support the district's rapidly evolving technology needs, Information Technology Services (ITS) is undergoing a phased, innovative, strategic transformation. By reimagining and realigning our organizational structure to create collaborative, cross-functional impact teams, we will establish a resilient IT workforce that more effectively addresses the district's daily operational needs while adapting to the current challenging landscape. This strategic shift helps to address some of the significant challenges in hiring and retaining qualified technical talent in a competitive market where public and private employers alike

aggressively recruit skilled professionals from within our ranks. This also addresses our immediate need to retain talent in order to strengthen cybersecurity through a proactive and focused approach; optimize data management and analytics to deliver timely, actionable insights for data-driven decisions; prepare for and support demands for Artificial Intelligence (AI); and accelerate the adoption of cloud technologies and modern IT practices.

As part of the initial phase of this transformation, we are organizing the following specialized teams: Database/Server Administration, Software Engineering, Application Integration and Development, Technology Financial Management, Enterprise Systems and Identity Management, and optimizing cybersecurity team functions. In addition, the existing Project Management Office (PMO) will be enhanced to incorporate Technical Training, Change Management, and Quality Assurance, promoting sustainable IT operations.

These changes are necessary to keep pace with the ever-evolving technology landscape and to continue positioning M-DCPS as a leader in IT and Innovation. Benefits will include improved cybersecurity, enhanced data-driven decision-making, increased project efficiency, faster user support, greater technological agility, and stronger alignment of IT resources with district goals. The cost for these newly establish and classified job descriptions and upgrades to current positions will be covered by the closing of a managerial exempt personnel (MEP) pay grade 24 position.

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 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.

**SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**  
**ASSISTANT 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>
Dazheyra V. Padron	Reading Coach Norma Butler Bossard Elementary School	--	Temporary Elementary Assistant Principal Howard Drive Elementary School (Effective 04/04/2025)	AP

**SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS**  
**ASSISTANT 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>
Don R. McKnight	Temporary Community School Assistant Principal Frank C. Martin International K-8 Center	AP	Community School Assistant Principal Frank C. Martin International K-8 Center	AP

**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>
Carlton E. Baker	SAP Security Analyst Data Security, Governance and Compliance	19	SAP Security Supervisor Security Governance and Compliance	20
Nora B. Gonzalez	Treasury Compliance Specialist Office of the Controller	18	Coordinator, Office of the Controller Office of the Controller	19

**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>
Leopoldina Yero	Director, Enterprise Service Management Application Development and Client Support	21	Executive Director, Enterprise Service Management Technology Financial Management	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>
Maykel Jimenez	Environmental Remediation Project Inspector Department of Environmental Management	--	Coordinator I, Facilities Operations Safety and Emergency Management	40
Patrick E. O'Connor	District Analyst Office of the Controller	17	Procurement Specialist, Procurement Management Services (Career Redirection)	35

**RECOMMENDED:** That effective April 17, 2025, or as soon thereafter as can be facilitated, The School Board of Miami-Dade County, Florida:

1. approve the proposed realignment of Information Technology Services (ITS).
2. establish and classify:
  - a. Chief Technology Officer, MEP pay grade 25
  - b. Senior Information Technology (IT) Director, MEP pay grade 23
  - c. Senior Information Technology (IT) Operations Director, MEP pay grade 23
  - d. Software Development Architect, MEP pay grade 23
  - e. IT Infrastructure Director, MEP pay grade 22
  - f. IT Program Director, MEP pay grade 22
  - g. Technical Operations Director, MEP pay grade 22
3. approve the reclassification and/or updates to the job description which includes changes in pay grade and minimum qualifications of Chief Information Officer, MEP pay grade 25 to Chief Information Officer, MEP pay grade 26.
4. approve the reclassification for Jorge Fernandez from Chief Information Officer, MEP pay grade 25 to Chief Information Officer, MEP pay grade 26.
5. approve the recommendation for appointments and lateral transfers to be effective April 17, 2025, 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>SCHOOL POLICE</b>
	26	\$123,782 - \$219,424	47	\$ 77,810 - \$132,943	S3
	25	\$114,413 - \$194,050	46	\$ 74,108 - \$126,620	S2
	24	\$109,125 - \$184,127	45	\$ 70,579 - \$120,585	
	PR	\$112,334 - \$167,290	44	\$ 67,219 - \$114,849	
	23	\$ 98,356 - \$175,234	43	\$ 64,014 - \$109,373	
	22	\$ 87,944 - \$167,290	42	\$ 60,975 - \$104,181	
	21	\$ 81,487 - \$150,211	41	\$ 58,073 - \$ 99,221	
	VP	\$ 92,207 - \$132,652	40	\$ 55,299 - \$ 94,490	
	AP (12m)	\$ 87,816 - \$126,336	39	\$ 52,671 - \$ 89,993	
	AP (10m)	\$ 82,500 - \$113,702	38	\$ 50,168 - \$ 85,719	
	20	\$ 75,526 - \$139,285	37	\$ 47,771 - \$ 81,624	
	19	\$ 70,263 - \$129,364	36	\$ 45,398 - \$ 77,730	
	18	\$ 65,295 - \$107,718	35	\$ 42,230 - \$ 74,041	
	17	\$ 59,076 - \$ 96,765			
	16	\$ 55,793 - \$ 84,782			