

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 support of the District's ongoing commitment to operational excellence and financial stewardship, this item seeks approval for the formal establishment of the Resource Efficiency & Optimization Department under the Office of District Inspections, Operations & Efficiency.

**D-21**

This department will play a critical role in reducing operational losses, with a particular emphasis on energy efficiency, utility management, and resiliency efforts. As utilities represent the second-largest expenditure in the District's operating budget, the formalization of this department is a necessary step toward ensuring proactive oversight, accountability, and performance-driven resource optimization. Additionally, this department supports goals outlined in the Energy Wealth Plan, presented as a staff follow-up to the November 2024 Board Meeting, and is aligned with broader District strategies to reduce environmental impact and reinvest savings into student-centered priorities.

In April 2025, Agenda Item D-21 outlined Information Technology Services' (ITS) initial phase of reimagining and realigning organizational structures to create collaborative, cross-functional impact teams that seek to establish a resilient IT workforce that effectively addresses the District's daily operational needs and adapting to the current landscape. As part of phase two of this transformation, the included job descriptions are being established and classified. The inclusion of the positions for these job descriptions are cost neutral due to closing of current, vacant positions.

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.

**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>
Lizette Gonzalez	Elementary Assistant Principal Twin Lakes Elementary School	AP	District Supervisor, Instructional Support Department of English/ Language Arts	21

**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>
Junior C. Anderson	District Director, Economic Access Office of Economic Opportunity	23	Supervisor I, Furniture, Fixtures and Equipment (FF&E) Procurement Management Services (Career re-direction at the request of the incumbent)	43
Sheri L. Moss	Teacher Miami Southridge Senior High School	--	Staff Auditor II Office of Management and Compliance Audits	40

**RECOMMENDED:** That effective June 20, 2025, or as soon thereafter as can be facilitated, The School Board of Miami-Dade County, Florida:

1. approve the realignment of the Department of Resource Efficiency and Optimization and phase two of Information Technology Services (ITS).
2. establish and classify:
  - a. Assistant Superintendent, District Inspections, Efficiency and Energy Management, MEP pay grade 25
  - b. District Director, Energy Management, MEP pay grade 23
  - c. Program Director, Efficiency, MEP pay grade 21
  - d. Artificial Intelligence (AI) Software Developer Lead, MEP pay grade 20
  - e. Cybersecurity Team Lead, MEP pay grade 20
  - f. Machine Learning Engineer, MEP pay grade 20
  - g. Software Engineer Lead, MEP pay grade 20
  - h. Artificial Intelligence (AI) Data Scientist, MEP pay grade 19
  - i. Artificial Intelligence (AI) Software Developer, MEP pay grade 19
  - j. Software Engineer, MEP pay grade 19
  - k. Cybersecurity Risk Analyst, MEP pay grade 18
  - l. Software Developer, MEP pay grade 18
  - m. Program Analyst, Energy Management, MEP pay grade 17
3. approve the changes to the title and minimum qualifications of the following:
  - a. Sustainability Officer, MEP pay grade 24 to Resource Efficiency Officer, MEP pay grade 24
  - b. Executive Director, Energy and Communications, MEP pay grade 22 to Executive Director, Energy Management, MEP pay grade 22
  - c. Coordinator, Sustainability, MEP pay grade 19 to Efficiency Coordinator, MEP pay grade 19
4. approve and laterally appoint:
  - a. Karly K. Pulido, Sustainability Officer, MEP pay grade 24 to Resource Efficiency Officer, MEP pay grade 24
  - b. Jose S. Ocana, Coordinator, Sustainability, MEP pay grade 19 to Efficiency Coordinator, MEP pay grade 19
5. approve the recommendation for appointments and lateral transfers to be effective June 20, 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.

**SALARY RANGES**  
<http://salary.dadeschools.net>

	<b>MEP</b>		<b>DCSAA</b>		<b>SCHOOL POLICE</b>
26	\$123,782 - \$219,424	47	\$ 77,810 - \$132,943	S3	\$116,716 - \$162,724
25	\$114,413 - \$194,050	46	\$ 74,108 - \$126,620	S2	\$ 94,603 - \$141,049
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				