

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

**SUBJECT: REQUEST APPROVAL OF ADMINISTRATIVE APPOINTMENTS FOR
2025-2026 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.

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.

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ASSISTANT PRINCIPAL ASSIGNMENTS

NAME	CURRENT ASSIGNMENT	CURRENT PG	NEW ASSIGNMENT	NEW PG
Kajuanza P. Baker	Teacher Avocado Elementary School	--	Temporary Elementary Assistant Principal Pine Lake Elementary School (Effective 10/24/2025)	AP
Arthur J. Scavella	Temporary Community Education Assistant Principal Arthur and Polly Mays Conservatory of the Arts	AP	Temporary 6-12 Center Assistant Principal Arthur and Polly Mays Conservatory of the Arts (Effective 10/09/2025)	AP

**DISTRICT ADMINISTRATIVE ASSIGNMENTS
MANAGERIAL EXEMPT PERSONNEL/PROFESSIONAL TECHNICAL**

NAME	CURRENT ASSIGNMENT	CURRENT PG	NEW ASSIGNMENT	NEW PG
Maria Alvarado Machado	Contract and Financial Services Specialist District Inspections	--	Program Analyst, Energy Management Department of Resource Efficiency and Optimization	17
Katherine L. Bello	Compliance Analyst Office of Civil Rights Compliance	18	Investigator, CIU Civilian Investigative Unit (Career redirection at the request of the incumbent)	42
Rachel Maley	District Analyst Office of Strategic Planning and Initiatives (Grant Funded- <i>Fostering Diverse Schools Demonstration</i>)	17	District Analyst Office of Postsecondary Career and Technical Education (Effective 10/01/2025)	17

**DISTRICT ADMINISTRATIVE ASSIGNMENTS
MANAGERIAL EXEMPT PERSONNEL/PROFESSIONAL TECHNICAL**

NAME	CURRENT ASSIGNMENT	CURRENT PG	NEW ASSIGNMENT	NEW PG
David S. Mercado	Electrician II (Journey person) Facilities Maintenance and Operations	--	Coordinator I, Construction Facilities Maintenance and Operations	40
Rodney S. Royal	Foreperson-Painters Facilities Maintenance and Operations	--	Coordinator I, Construction Facilities Maintenance and Operations	40
Diego F. Salazar	Leadperson-Vehicle Repair Department of Transportation Vehicle Maintenance	--	Manager, Transportation Maintenance Department of Transportation Vehicle Maintenance	38
Gabriel L. Torres	Director, Facilities Services Office of Capital Improvement Projects	21	Administrative Director, Construction Management Office of Capital Improvement Projects (Establishing Succession Management)	24

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

1. minimum qualifications changes for:
 - a. Environmental Specialist, DCSAA pay grade 44
 - b. Safety Inspector, DCSAA pay grade 37

2. recommendation for appointments and lateral transfers to be effective November 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					
	MEP		DCSAA		SCHOOL POLICE
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				