

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

**SUBJECT: REQUEST APPROVAL OF ADMINISTRATIVE APPOINTMENTS FOR
2026-2027**

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.

ASSISTANT PRINCIPAL ASSIGNMENTS

NAME	CURRENT ASSIGNMENT	CURRENT PG	NEW ASSIGNMENT	NEW PG
Francelene Augustin	Temporary Middle Assistant Principal Richmond Heights Middle (Closed)	AP	Temporary 6-12 Center Assistant Principal BioTECH @ Richmond Heights 6-12 Academy (Effective 08/12/2026)	AP
Stephanie Barros	Teacher Ruth K. Broad/Bay Harbor K-8 Center	--	Temporary K-8 Center Assistant Principal Miami Beach Fienberg/Fisher K-8 Center (Effective 08/31/2026)	AP
Fernando P. Diaz	Elementary Assistant Principal Ben Sheppard Elementary School	AP	Senior Assistant Principal Hialeah Gardens Senior High School (Effective 08/31/2026)	AP
Victor E. Franco	Teacher Ben Sheppard Elementary School	--	Temporary Elementary Assistant Principal Ben Sheppard Elementary School (Effective 08/31/2026)	AP
Felicia S. Robinson	Senior Assistant Principal Miami Springs 6-12 Preparatory Academy	AP	Senior Assistant Principal Office of Postsecondary Career and Technical Education (Effective 08/12/2026)	AP
Jennifer L. Smith	Temporary Elementary Assistant Principal Pine Villa Elementary School (Closed)	AP	Temporary 6-12 Center Assistant Principal Arthur and Polly Mays Conservatory of the Arts (Effective 08/12/2026)	AP

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

NAME	CURRENT ASSIGNMENT	CURRENT PG	NEW ASSIGNMENT	NEW PG
Eric Acosta	Region Administrative Director Central Region Office	24	Chief of Staff Office of the Chief of Staff (Effective 09/02/2026)	26
Carlos Rios	Region Administrative Director South Region Office	24	Region Superintendent South Region Office (Effective 09/02/2026)	25
Charity Santamarina	Recruiter Office of Instructional Recruitment	18	Instructional Staffing Officer Office of Instructional Staffing (Grant Funded-Title I)	20
Alyssa Ulloa	Administrative Assistant to Cabinet Member Office of the Chief of Staff	--	Compliance Analyst Office of Civil Rights Compliance (Effective 09/02/2026)	18

RECOMMENDED: That effective September 10, 2026, 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 September 10, 2026, 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	\$125,020 - \$224,950	47	\$ 78,589 - \$135,935	S3	\$117,884 - \$166,386
25	\$115,558 - \$198,417	46	\$ 74,850 - \$129,469	S2	\$ 95,550 - \$144,223
24	\$110,217 - \$188,270	45	\$ 71,285 - \$123,299		
PR	\$113,458 - \$171,055	44	\$ 67,892 - \$117,434		
23	\$ 99,340 - \$179,177	43	\$ 64,655 - \$111,834		
22	\$ 88,824 - \$171,055	42	\$ 61,585 - \$106,526		
21	\$ 82,302 - \$153,591	41	\$ 58,654 - \$101,454		
VP	\$ 93,130 - \$135,637	40	\$ 55,852 - \$ 96,617		
AP (12m)	\$ 88,695 - \$129,179	39	\$ 53,198 - \$ 92,018		
AP (10m)	\$ 83,325 - \$116,261	38	\$ 50,670 - \$ 87,648		
20	\$ 76,282 - \$142,419	37	\$ 48,249 - \$ 83,461		
19	\$ 70,966 - \$132,275	36	\$ 45,852 - \$ 79,479		
18	\$ 65,948 - \$110,142	35	\$ 42,653 - \$ 75,707		
17	\$ 59,667 - \$ 98,943				
16	\$ 56,351 - \$ 86,690				