

Jose L. Dotres, Chief Human Capital Officer
Office of Human Capital Management

SUBJECT: REQUEST APPROVAL OF APPOINTMENTS, LATERAL ASSIGNMENTS AND ADJUSTMENT OF COMPENSATION OF MANAGERIAL EXEMPT, PROFESSIONAL AND TECHNICAL PERSONNEL FOR 2017-2018

COMMITTEE: PERSONNEL, STUDENT, SCHOOL, AND COMMUNITY SUPPORT

LINK TO STRATEGIC BLUEPRINT: HIGHLY EFFECTIVE TEACHERS, LEADERS AND STAFF

The administrative assignment recommendations are made in accordance with Board Policies 1120, 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.

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.

SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
PRINCIPAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Carmen B. Fuentes	Elementary Principal Calusa Elementary School	PR	K-8 Center Principal State School M-1	PR

SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
ASSISTANT PRINCIPAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Irene Gancedo	Temporary Elementary Assistant Principal Everglades K-8 Center	AP	Elementary Assistant Principal Everglades K-8 Center	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>
Nora B. Gonzalez	Administrative Assistant I Division of General Accounting	34	Staff Assistant Division of General Accounting	16
Jacqueline A. Moise Gibbs	Coordinator III, Compliance Office of Civil Rights Compliance	42	Compliance Analyst Office of Civil Rights Compliance	18

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>
Mohammed S. Dodo	Coordinator, Construction Maintenance Service Center 2	40	Coordinator III, Facilities Operations Facilities Operations, Maintenance	42
Erik A. Lorenzo	Senior Micrographics Technician Office of Food & Nutrition	--	Programmer Analyst II Office of Food & Nutrition	35
Andre Rose	Outside Candidate	--	Coordinator III, Warehousing Maintenance Materials Management	42
Michael D. Wertz	Coordinator III, Facilities Operations Facilities Operations, Administration	42	Supervisor II, Facilities Operations Facilities Operations, Maintenance	44
Audra Y. Wright	Coordinator III, Nutritional Wellness Office of Food & Nutrition	42	Nutritional Program Supervisor Office of Food & Nutrition	43

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the recommendation for appointments, lateral transfers to be effective April 26, 2018, or as soon thereafter as can be facilitated, with the exception of the effective dates as noted throughout the item and authorize compensation adjustments upon appointment and thereafter as stipulated in this item.

SALARY RANGE

	<i>*MEP</i>	<i>DCSAA</i>
PR PDCM		44 \$ 61,220 - \$108,255
AP (10m) \$ 71,854 - \$ 91,854		43 \$ 58,300 - \$103,094
18 \$ 60,633 - \$ 88,000		42 \$ 55,532 - \$ 98,200
16 \$ 51,809 - \$ 68,000		40 \$ 50,364 - \$ 89,065
		35 \$ 39,464 - \$ 69,790
		34 \$ 37,588 - \$ 66,476

<http://salary.dadeschools.net/>

PDCM – Principal Differentiated Compensation Model

*The Superintendent shall have the authority to adjust compensation for MEP employees of the District within the designated pay grade and salary range.