

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.

**Revised
D-21**

SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS
ASSISTANT PRINCIPAL

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Judy Rodriguez	Teacher Cope Center North	--	Adult Assistant Principal Lindsey Hopkins Technical College (Effective 05/02/2018)	AP

SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
PRINCIPALS

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Chantal G. Osborne	Executive Director Division of Educational Opportunity & Access	22	Interim Principal, Adult Education Miami Beach Adult & Community Education Center	PR

} ADDED

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>
Armando J. Gutierrez	Adult Assistant Principal Lindsey Hopkins Technical College	AP	Adult Assistant Principal Miami Beach Adult Community Education Center (Effective 05/02/2018)	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>
Evonne S. Alvarez	Senior High Principal New World School of the Arts	PR	District Director, Curriculum School Choice & Parental Options (Grant Funded) (Transitioning through remainder of the 2017- 2018 school year)	23

} ADDED

**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>
Tiffany C. Gaitan-Rojas	Clerical Assistant Office of Treasury Management	--	ERP Analyst Office of Treasury Management	17

**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>
Montserrat Balseiro	Outside Candidate	--	District Supervisor, Grants Administration Office of Intergovernmental Affairs & Grants Administration	45

ADDED

**NON-SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS
MANAGERIAL EXEMPT**

<u>NAME</u>	<u>CURRENT ASSIGNMENT</u>	<u>CURRENT PG</u>	<u>NEW ASSIGNMENT</u>	<u>NEW PG</u>
Terrance Ferguson	Administrative Director, Business Services Office of the Controller	24	Assistant Controller Division of General Accounting	24

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the recommendation for appointments, lateral transfers to be effective May 17, 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>
24	\$101,335 - \$154,000	45 \$ 64,280 - \$113,662
23	\$ 91,335 - \$144,000	
PR	PDCM	
AP (12m)	\$ 76,792 - \$ 96,792	
17	\$ 54,858 - \$ 78,000	

<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.