

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

**SUBJECT: REQUEST APPROVAL OF ADMINISTRATIVE APPOINTMENTS  
FOR 2018-2019**

**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. 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.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida, approve the recommendation for appointments, reclassifications, and lateral transfers to be effective February 14, 2019, 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.

**Revised  
D-21**

**SCHOOL-SITE ADMINISTRATIVE ASSIGNMENTS**  
**ASSISTANT/VICE PRINCIPALS**

<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>
Isabel Hernandez	Media Specialist Redondo Elementary School	--	Temporary Elementary Assistant Principal Redondo Elementary School	AP
Kenan I. Lawhorne	Teacher Cutler Bay Senior High School	--	Temporary Senior Assistant Principal Miami Norland Senior High School	AP
Jennifer M. Murray	Senior Assistant Principal Miami Norland Senior High School	AP	Temporary Vice Principal Miami Norland Senior High School	VP

} ADDED

**SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS**  
**ASSISTANT PRINCIPALS**

<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>
Daniel J. Gangeri	Temporary Elementary Assistant Principal Miami Lakes K-8 Center	AP	Elementary Assistant Principal Miami Lakes K-8 Center	AP
Telio M. Gutierrez	Temporary Elementary Assistant Principal Coral Way K-8 Center	AP	Elementary Assistant Principal Silver Bluff Elementary School	AP
Gino S. Kennedy	Middle Assistant Principal Jose De Diego Middle School	AP	Community School Assistant Principal Ruben Dario Middle School	AP

} ADDED

**SCHOOL-SITE LATERAL ADMINISTRATIVE ASSIGNMENTS**  
**ASSISTANT PRINCIPALS**

<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>	
Claude Rivette	Elementary Assistant Principal Linda Lentin K-8 Center	AP	Senior Assistant Principal Miami Norland Senior High School	AP	} ADDED
Ernest J. Roberts	Senior Assistant Principal Miami Norland Senior High School	AP	Elementary Assistant Principal Linda Lentin K-8 Center	AP	
Yashyawa L. Teague	Temporary Elementary Assistant Principal Golden Glades Elementary School	AP	Elementary Assistant Principal Golden Glades Elementary School	AP	

**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>	
					} DELETED
Patrick J. Salmasi	District Coordinator School Choice & Parental Options	19	Instructional Support Specialist Exceptional Student Education (Grant Funded)	20	} ADDED

**NON-SCHOOL-SITE LATERAL 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>
Jennifer D. Andreu	Administrative Director, Attendance Services Federal & State Compliance Office	24	Interim Economic Equity & Diversity Compliance Officer Office of Economic Opportunity	24

**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>
Jenny Alexandre	Building Code Assistant Division of Safety & Emergency Management	--	Administrative Assistant I Division of Safety & Emergency Management	34
Samantha Liberal	Outside Candidate	--	Investigator, CIU Civilian Investigative Unit	42

ADDED

**SALARY RANGES**

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

<b>*MEP</b>		<b>DCSAA</b>		<b>School Police</b>	
26	\$114,945 - \$174,000	47	\$ 70,866 - \$125,310	S3	\$108,384 - \$139,160
25	\$106,245 - \$164,000	46	\$ 67,494 - \$119,351	S2	\$ 87,849 - \$128,775
24	\$101,335 - \$154,000	45	\$ 64,280 - \$113,662		
PR	PDCM	44	\$ 61,220 - \$108,255		
23	\$ 91,335 - \$144,000	43	\$ 58,300 - \$103,094		
22	\$ 81,666 - \$134,000	42	\$ 55,532 - \$ 98,200		
21	\$ 75,669 - \$124,000	41	\$ 52,889 - \$ 93,525		
VP	\$ 78,902 - \$100,658	40	\$ 50,364 - \$ 89,065		
AP (12m)	\$ 76,792 - \$ 96,792	39	\$ 47,970 - \$ 84,826		
AP (10m)	\$ 71,854 - \$ 91,854	38	\$ 45,691 - \$ 80,798		
20	\$ 70,133 - \$114,000	37	\$ 43,507 - \$ 76,937		
19	\$ 65,247 - \$ 98,000	36	\$ 41,432 - \$ 73,267		
18	\$ 60,633 - \$ 88,000	35	\$ 39,464 - \$ 69,790		
17	\$ 54,858 - \$ 78,000	34	\$ 37,588 - \$ 66,476		
16	\$ 51,809 - \$ 68,000	33	\$ 35,787 - \$ 63,290		
		32	\$ 34,097 - \$ 60,300		
		31	\$ 32,470 - \$ 57,424		
		30	\$ 30,919 - \$ 54,676		

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.