

March 15, 1999

Superintendent of Schools  
Roger C. Cuevas

**SUBJECT: RATIFICATION OF THE FIRST THREE-YEAR LABOR CONTRACT  
BETWEEN MIAMI-DADE COUNTY PUBLIC SCHOOLS AND THE DADE  
COUNTY SCHOOL ADMINISTRATORS' ASSOCIATION REPRESENTING  
PROFESSIONAL AND TECHNICAL EMPLOYEES**

Negotiations on the first labor contract between The School Board of Miami-Dade County, Florida and the Dade County School Administrators' Association (DCSAA) began on June 23, 1998. Negotiations concluded on March 9, 1999 with tentative agreement on all provisions covering wages, hours, and terms and conditions of employment for all unit members. Some of the contract highlights include:

- A three-year agreement (effective July 1, 1998 through June 30, 2001), with reopeners on wages and two articles/appendices in the Spring of 1999-2000 and 2000-2001.
- The establishment of contractual provisions in the following areas:
  - Preamble
  - Recognition/Non-Discrimination
  - Definitions
  - Employer Rights
  - Union Rights and Matters
  - Dues Deduction
  - Due Process and Disciplinary Action
  - Performance Planning and Evaluation
  - Personnel Files
  - Assignment, Transfer, and Appointment
  - Working Conditions
  - Compensation Plan
  - Classification Plan and Policies
  - Salary
  - Compensatory Benefits
  - Holidays and Leaves
  - Sick Leave Bank
  - Grievance Procedures
  - Quality of Work Life
  - No-Strike Provision
  - Ratification and Final Disposition

DCSAA scheduled a bargaining unit ratification vote for March 15, 1999. Copies of the tentative agreement will be transmitted to the School Board under separate cover. Additional copies will be available in the Citizen Information Center and on file in the office of the Board Recording Secretary.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, ratify the first labor contract with the Dade County School Administrators' Association (DCSAA), effective until June 30, 2001.

EJP:mh