

Superintendent of Schools
Roger C. Cuevas

**SUBJECT: RATIFICATION OF THREE-YEAR SUCCESSOR LABOR CONTRACT
BETWEEN MIAMI-DADE COUNTY PUBLIC SCHOOLS AND THE
UNITED TEACHERS OF DADE**

Negotiations on a successor labor contract between The School Board of Miami-Dade County, Florida and the United Teachers of Dade (UTD) began on May 18, 1999. Negotiations concluded on May 24, 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 are as follows:

- A three-year successor agreement (effective July 1, 1999 through June 30, 2002) was reached.
- A three-year economic settlement which includes provisions for the calculation of the discretionary percentage increase available for 2001 in relation to the discretionary percentage increase in the 2000 General Appropriations Act; and 2002 in relation to the discretionary percentage increase in the 2001 General Appropriations Act.
- A benchmark was reached by establishing \$30,000 as the annual salary for entry-level teachers. This is one of the School Board's major initiatives.
- Newly-hired teachers will remain at the same work location for three years -- a measure that supports recommendations from the Narrowing the Achievement Gap Task Force.
- To address the needs in critical staff shortage areas:
 - ▶ teachers from other school districts hired in critical staff shortage areas may be given credit for all previous years of experience or begin at Step 5, whichever is greater, and newly-hired teachers in critical staff shortage areas with no experience will begin at Step 5, in both instances for salary purposes; and
 - ▶ tuition reimbursement shall be available to office employees taking courses as part of a formal program leading to a Bachelor's degree in a critical staff shortage area.
- A joint ad hoc committee will review and develop recommendations in support of implementing Florida State Statutes regarding current state legislation, including Transforming Florida's Schools (A+Plan), Juvenile Justice, Readiness and other legislation in the state's reform initiatives, by March 1, 2000 to the Superintendent and the UTD Executive Vice President.

- In response to the uncertainty regarding the projected staff needs, the District has agreed to offer enhanced retirement benefits to current certified instructional personnel.

UTD has scheduled a bargaining unit ratification vote for June 16 and 17, 1999. Copies of the Agreement will be forwarded to Board members under separate cover and will be placed on file in the Citizen Information Center and the Board Recording Secretary's office.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, ratify the successor labor contract with the United Teachers of Dade (UTD), effective July 1, 1999 through June 30, 2002.

EJP:mh