

Roger C. Cuevas, Superintendent of Schools

SUBJECT: CONFIRMATION OF THE 1999 RETIREMENT INCENTIVE PLAN FOR M-DCPS EXEMPT PERSONNEL, PROFESSIONAL AND TECHNICAL PERSONNEL (DCSAA), AND CERTIFICATED INSTRUCTIONAL PERSONNEL (UTD)

In response to the uncertainty regarding the projected staff needs in Miami-Dade County Public Schools (M-DCPS), due to the State's Deferred Retirement Option Program (DROP), the Miami-Dade County School Board has agreed to offer enhanced Retirement Benefits to current exempt employees (Managerial and Confidential), Professional and Technical employees, and certificated instructional personnel. Employees on a prescriptive status, re-employed retirees, or employees assigned to other agencies or institutions are not eligible.

The Retirement Incentive Plan consists of OPTION 1999 which is for individuals leaving at the end of the 1999 summer. The window period for applying for this incentive is June 1, 1999 to July 31, 1999. The last day of employment must be no later than August 16, 1999. OPTION 2000 is for those individuals leaving June 30, 2000. The window period for applying for this incentive is June 1, 1999 to July 31, 1999. The last day of employment must be June 30, 2000. Additionally, enhanced retirement benefits are also being offered to the 12 administrators, including the School Board Attorney, under the Transitional Retirement Incentive Plan (TRIP).

Descriptions of the eligibility requirements, benefits, and effective dates of such plans are contained in the plan description. Copies of the 1999 Retirement Incentive Plan and the TRIP amendment will be transmitted to the Board under separate cover and will be on file in the Citizen Information Center and the Office of the Board Recording Secretary.

RECOMMENDED: That The School Board of Miami-Dade County, Florida:

1. authorize the confirmation of the 1999 Retirement Incentive Plan for M-DCPS Exempt Personnel (Managerial and Confidential), Professional and Technical Personnel (DCSAA), and Certificated Instructional Personnel (UTD);
2. authorize the confirmation of the Amendment to TRIP Benefits; and
3. approve the Memoranda of Understanding with the United Teachers of Dade (UTD), the Dade County Schools Administrators' Association (DCSAA), the Dade Association of School Administrators (DASA), and Confidential Exempt Personnel.

