

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. confirm the 1999 Retirement Incentive Plan for M-DCPS Exempt Personnel (Managerial and Confidential), Professional and Technical Personnel (DCSAA), and Certificated Instructional Personnel (UTD);
2. confirm 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.

Revised

NED/vh

**REVISED
A-2**

**MEMORANDUM OF UNDERSTANDING
CONTRACT MODIFICATION/IMPLEMENTATION**

Pursuant to Article XV, Section 1 (A) of the current labor contract between Miami-Dade County Public Schools (MDCPS) and the Dade County Schools Administrators' Association (DCSAA), Local 77 and Pursuant to Article II, Section 2 and Appendix D, Section 8 of the current labor contract between Miami-Dade County Public Schools (MDCPS) and the United Teachers of Dade (UTD), the Superintendent of Schools has met with representatives of the exclusive bargaining agents and with representatives of non-bargaining unit employees and all have agreed to the attached modifications and amendments to the Board-sponsored health/life insurance, and terminal pay benefits for eligible Managerial and Confidential Exempt Personnel, Professional and Technical Personnel, and for Certificated Instructional Personnel.

The parties hereby agree that the following provisions, as reflected in the attached modifications and amendments to the Board-sponsored health/life insurance and terminal pay benefits, shall be effective as outlined in the attached Plan.

**THE SCHOOL BOARD OF MIAMI-DADE
COUNTY, FLORIDA**

BARGAINING AGENTS/EMPLOYEE GROUPS

Solomon C. Stinson Date
Chair

Dade County School Administrators' Date
Association (DCSAA), Local 77

Michael M. Krop Date
Vice Chair

United Teachers of Dade (UTD) Date

Roger C. Cuevas Date
Superintendent of Schools

Dade Association of School Date
Administrators (DASA)
(Non-Bargaining Unit)

Confidential Exempt Personnel Date
(Non-Bargaining Unit)

Approved As To Form:

School Board Attorney Date