

Roger C. Cuevas, Superintendent of Schools

**SUBJECT: RETIREMENT INCENTIVE PLANS FOR M-DCPS EXEMPT PERSONNEL (MANAGERIAL AND CONFIDENTIAL), PROFESSIONAL AND TECHNICAL PERSONNEL (DCSAA), AND CERTIFICATED INSTRUCTIONAL PERSONNEL (UTD) FOR 2001 AND 2002**

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), staff is recommending that The Miami-Dade County School Board agree to offer enhanced Retirement Benefits to current exempt personnel (Managerial and Confidential), Professional and Technical Personnel (DCSAA), and certificated instructional personnel (UTD). Employees on a prescriptive status or re-employed retirees are not eligible.

The Retirement Incentive Plans consist of Plans I and II, Options A and B. The window period for applying for this incentive is July 1, 2000 to November 15, 2000 for those employees leaving June 30, 2001; and July 1, 2000 to March 14, 2001, for those employees leaving June 30, 2002.

Descriptions of the eligibility requirements, benefits, and effective dates of such plans are contained in the plan description. Copies of the Retirement Incentive Plans for 2001 and 2002 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 Retirement Incentive Plans for M-DCPS Exempt Personnel (Managerial and Confidential), Professional and Technical Personnel (DCSAA), and Certificated Instructional Personnel (UTD) for 2001 and 2002; and
2. Approve the Memorandum of Understanding with the United Teachers of Dade (UTD), the Dade Association of Schools Administrators' Association (DCSAA), the Dade Association of School Administrators (DASA), and Confidential Exempt Personnel.

