

Office of Superintendent of Schools
Board Meeting of August 23, 2000

August 18, 2000

Superintendent of Schools
Roger C. Cuevas

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

Pursuant to the provisions of the labor contract between The School Board of Miami-Dade County, Florida and The United Teachers of Dade, the parties commenced reopener negotiations on June 5, 2000 and concluded on June 27, 2000 with Tentative Agreement being reached on all open economic and non-economic issues. The Agreement addressed the following issues:

- Safe Learning Environment
- Evaluation
- Leaves/Vacation/Temporary Duty
- Summer Employment
- Paraprofessional/Associate Educators/School Support Personnel
- Office Employees
- Substitutes
- Teaching Conditions
- Employee Rights and Due Process
- Union Rights
- Incentive Pay Plans
- Professionalization of Teaching/Education
- Rules and Regulations Governing Salary Schedules, Supplements, and Varsity Athletics
- Sick Leave Bank
- Salary Schedules

Specific details of the Agreement are as follows:

- Provides an average teacher salary increase of five and two-tenth percent (5.2%) for 2000-2001.
- Provides an average five percent (5.0%) salary increase for paraprofessionals, school support personnel and clerical employees for 2000-2001.

- Increases entry-level pay for teachers from \$30,000 to \$32,275.
- Achieves a more equitable distribution of salary increases with real wage increases (dollars vs. percent) for new teachers comparable to that of senior teachers. (Steps 1-7 average increase - \$2,339 and Steps 15-21 - average increase - \$2,109)
- Increases the one-time stipend paid to teachers who obtain the National Board for Professional Teaching Standards (NBPTS) certification from \$5,000 to \$7,500 immediately upon obtaining the NBPTS and provided an additional one-time \$2,500 stipend to those teachers who previously received a \$5,000 stipend for NBPTS certification.
- Establishes bonus stipends of \$1,200 for new and returning teachers in middle and high schools who work in areas of critical state concern (foreign language, science, math, computer science, exceptional student education).
- Establishes incentives for emergency substitutes who substitute for full-time ESE teachers.
- Increases or establishes incentives for paraprofessionals, support personnel and clerical employees at alternative education school-sites.

In addition, the parties agreed to extend the term of the current contract through the 2002-2003 school year.

The UTD bargaining unit members ratified the contract on August 16, 2000.

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 Amendment to the labor contract with the United Teachers of Dade, effective July 1, 2000 through June 30, 2003.