

Superintendent of Schools  
Roger C. Cuevas

**SUBJECT: RATIFICATION OF THE LABOR CONTRACT BETWEEN MIAMI-DADE COUNTY PUBLIC SCHOOLS AND THE DADE COUNTY SCHOOL MAINTENANCE EMPLOYEE COMMITTEE (DCSMEC)**

Pursuant to provisions of the labor contract between The School Board of Miami-Dade County, Florida and The Dade County School Maintenance Employee Committee, the parties commenced negotiations for a successor contract on May 18, 1999. The parties had previously reached Tentative Agreement on March 23, 2000 and June 16, 2000. Failing to achieve Union ratification of the Agreement on both occasions, the parties returned to the bargaining table and reached Tentative Agreement on August 21, 2000 on all open economic and non-economic issues. The Agreement addresses the following issues:

- Working Conditions
- Leaves, Vacations, and Holidays
- Salary
- Insurance and Other Benefits
- Ratification and Final Disposition
- Unit Description
- Tool and Uniform Allowance

Specific details of the Agreement are as follows:

- Allows the assignment of permanent forepersons to supervise temporary employees.
- Prohibits the utilization of leased employees wherever a reduction-in-force is in effect and the commingling of leased employees.
- Requires that the Union be provided written notification whenever MDCPS decides to contract-out work ordinarily and customarily performed by bargaining unit members.
- Increases the number of personal leave days from four to six days.
- Stipulates that the annual crediting of sick leave shall be on a fiscal year basis rather than contract year.

- Provides an average salary increase of 4 percent Year One (1999-2000); an average salary increase of 5 percent Year Two (2000-2001); and an average salary increase of zero to four percent Year Three (2001-2002).
- Expands the type of work that qualifies for hazardous duty pay.
- Increases the Education Assistance Fund from \$10,000 to \$15,000.
- Permits the authorization of exceptions to the mandatory reporting requirement in effect during an emergency.
- Authorizes the establishment of overtime lists for Zone Mechanics.
- Authorizes the creation of a resource library (South Florida, National, and SPEF Code Books) at each Maintenance Satellite.
- Expands the recognized licensing jurisdictions that issue certificates of competency required for temporary employment to include Monroe County, Broward County, Collier County and Palm Beach County.
- Permits the commingling of temporary employees who pass the MDCPS skills with the regular permanent workforce.
- Authorizes the employment of a total number of temporary and leased employees not to exceed 25 percent of total number of permanent journey person positions.

In addition, the parties agreed to:

- Revise the Zone Mechanic Work Scope Procedures to eliminate the two hour time/task limitation; and
- Convert temporary employees who have accrued five or more years of cumulative service to permanent employment status.

The DCSMEC bargaining unit members ratified the three-year contract on August 31, 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 labor contract with the Dade County School Maintenance Employee Committee, effective October 1, 1999 through September 30, 2002.