

Merrett R. Stierheim, Superintendent of Schools

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

COMMITTEE: LEGISLATIVE RELATIONS, PUBLIC RELATIONS AND PERSONNEL SERVICES

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 negotiations on June 18, 2002 and concluded on November 10, 2003, with a Tentative Agreement being reached on all open economic and non-economic issues. The Agreement addresses the following issues:

- Dues Check-Off and Payroll Deduction
- Compensatory Benefits Procedures
- Evaluation
- Leaves/Vacation/Temporary Duty
- Employee Rights and Due Process
- Paraprofessional/Associate Educators/School Support Personnel
- Office Employees
- Non-Teaching Duties/Activities
- Teaching Conditions
- Planning for Teaching and Learning
- Union Rights
- Hiring, Assigning and Transferring Instructional Personnel
- Credential Payment
- Professionalization of Teaching/Education
- Rules and Regulations Governing Salary Schedules, Supplements, and Varsity Athletics
- Sick Leave Bank
- Salary Schedules
- Ratification and Final Disposition
- Term of Contract

Some of the major highlights of the Tentative Agreement are as follows:

- Provides two steps for all bargaining unit employees hired prior to February 1, 2003. The first step will be effective August 21, 2003, and the second step on January 2, 2004.

REPLACEMENT

- Provides for the top step of the existing UTD salary schedules to be increased by \$900 for 10-month employees and \$1,080 for 12-month employees effective August 21, 2003.
- Provides for the top step of the August 21, 2003, UTD salary schedules to be increased by \$900 for 10-month employees and \$1,080 for 12-month employees effective January 2, 2004.
- Provides a service retention incentive for instructional employees who were in active pay status during the 2003-2004 school year, and return to provide continued service during the 2004-2005 school year. The service retention incentive will apply to instructional employees that receive less than a \$500 annual increase during the 2003-2004 fiscal year. The incentive will equal the difference between the employee's 2003-2004 annual increase and \$500.
- Provides a three tier health insurance plan to employees with the ability to select from a POS plan, HMO plan, or opt provision that allows employees to opt out of the District's plan in return for a monthly \$100 payment. The District is continuing to pay the complete cost of employee health insurance and the \$64 per month contribution to further subsidize dependent coverage cost.
- Provides for the elimination of the Professional Sabbatical Leave Program after the 2004-2005 fiscal year.
- Provides for a three year collective bargaining agreement, which commences on July 1, 2003, and concludes on June 30, 2006.
- Provides a reopener provision for the 2004-2005 and 2005-2006 years to address wages and health insurance.

The UTD bargaining unit members ratified the contract on November 17, 2003.

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 proposed three year collective bargaining agreement with the United Teachers of Dade, effective July 1, 2003 through June 30, 2006.

MRS:jmg