

Merrett R. Stierheim, Superintendent of Schools

SUBJECT: REQUEST FOR APPROVAL OF:

- (1) **JOINT MEMORANDUM OF UNDERSTANDING (MOU) MODIFYING PROVISIONS OF THE LABOR CONTRACTS BETWEEN MIAMI-DADE COUNTY PUBLIC SCHOOLS (M-DCPS), DADE COUNTY SCHOOL ADMINISTRATORS' ASSOCIATION (DCSAA), AND DADE COUNTY SCHOOL MAINTENANCE EMPLOYEE COMMITTEE (DCSMEC) RELATING TO STAFFING TO SUPPORT DEFERRED MAINTENANCE PROGRAM ADOPTED BY THE BOARD**

- (2) **ESTABLISHMENT AND CLASSIFICATION OF THE DCSAA POSITION OF PROJECT COORDINATOR**

COMMITTEE: LEGISLATIVE RELATIONS, PUBLIC RELATIONS AND PERSONNEL SERVICES

The purpose of this Memorandum of Understanding (MOU) is to provide necessary organizational resources within Maintenance to implement the Deferred Maintenance Management Program, which the Board adopted as part of the five year Capital Workers Program. As an element of the plan, it was identified that additional Project Coordinators were required.

The attached MOU represents an innovative approach between the District, Dade County School Administrators' Association (DCSAA), and Dade County School Maintenance Employee Committee (DCSMEC) for the expeditious selection and assignment of the necessary resources from within either of the aforementioned bargaining units.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the:

- 1) proposed Memorandum of Understanding (MOU) modifying provisions of the M-DCPS/DCSAA/DCSMEC labor contracts to facilitate the implementation of the deferred maintenance program.

- 2) establishment and classification of the DCSAA position of Project Coordinator.

MRS:jmg

MEMORANDUM OF UNDERSTANDING
Contract Clarification/Implementation

Pursuant to current contract provisions between Miami-Dade County Public Schools (MDCPS) and the Dade County School Administrators' Association (DCSAA), and MDCPS and the Dade County School Maintenance Employee Committee (DCSMEC), the parties have reached agreement on proposed modifications.

Pursuant to contract provisions, the parties agree to the following:

1. Establish and classify ten (10) positions, identified as "Project Coordinators," in accordance with current provisions of Article XI, Section 8 (Project Employees) of MDCPS/DCSAA Contract. The Project Coordinator will be classified at a pay range comparable to DCSAA Pay Grade 40.
2. Exclude the Project Coordinators from the MDCPS/DCSAA contract provision limiting entry compensation for project employees to no higher than 12% of the minimum salary. (Article XI, Section 8(2)). Compensate Project Coordinators newly-hired to the District no higher than the first quartile of the applicable pay grade. Existing DCSAA or DCSMEC District employees shall be entitled to 7.5% above the employee's current MDCPS salary if the position is deemed a promotion and their current salary exceeds the minimum of pay grade 40. If the position is deemed a promotion and their current salary does not exceed the minimum of pay grade 40, the District employee's salary will be increased to the minimum of the pay grade or receive a 7.5% increase, whichever is greater.
3. Agree to post the Project Coordinator position internally for a 10-day period. Internal candidates may be interviewed while the position remains posted.
4. Amend the provisions of Article X, Section 3, of the MDCPS/DCSAA contract to permit DCSAA to have a voting member on the Interview Committee for the selection of candidates for the Project Coordinator positions.
5. Employees of the DCSMEC bargaining unit selected for a Project Coordinator position shall return to an equivalent position in the DCSMEC unit within four calendar months at the request of the District or the employee. Thereafter, employees of the DCSMEC bargaining unit selected for a Project Coordinator position shall return to an equivalent position in the DCSMEC unit if the Deferred Maintenance Program does not have funds equal to the current fiscal year's resources.
6. Permit a permanent employee of the DCSAA bargaining unit selected for a Project Coordinator position to request assignment to an open equivalent position held in the DCSAA unit if the Deferred Maintenance Program does not have funds equal to the current fiscal year's resources. Permanent employees of the DCSAA bargaining unit selected for a Project Coordinator position may return to an equivalent position in the DCSAA unit within 90 workdays at the request of the District.

7. Extend employment of current DCSAA bargaining unit Project Employees to be terminated by December 13, 2003, by 30 workdays. This extension shall not result in any employee attaining permanent status unless they are hired as a Project Coordinator.
8. Permit current Project Employees selected for a Project Coordinator position to have accumulated service as a Project Employee applied toward permanent job status, which shall be obtained upon 36 months of employment as stated in Article X, Section 8, of the MDCPS/DCSAA contract.
9. Should the necessity arise to reduce the number of Project Coordinators positions to an amount less than ten (10), the District shall determine the employees that remain Project Coordinators on the basis of their performance evaluation.

Dated this 14th day of January, 2004.

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

**BARGAINING AGENTS/
EMPLOYEE GROUPS**

Chair Date

Charles Burdeen Date
Dade County School Administrators'
Association, Local 77

Vice Chair Date

Joseph Cortese Date
Dade County School Maintenance
Employee Committee

Merrett R. Stierheim Date
Superintendent of Schools

Approved as to Form

School Board Attorney Date