

Merrett R. Stierheim, Superintendent of Schools

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

**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 Dade County School Maintenance Employee Committee (DCSMEC), the parties commenced negotiations on August 8, 2002 and concluded on May 26, 2004, with a Tentative Agreement being reached on all open economic and non-economic issues.

The Successor Agreement addresses the following issues:

- Working Conditions
- Salary
- Health Insurance and Other Benefits
- In-County Travel
- Leaves, Vacation and Holidays
- Grievance Procedures
- Union Representatives
- Lay-offs and Re-employment
- Ratification and Final Disposition
- Terms of Contract

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

- Provides modified work schedules which include Saturday as a regular workday and afternoon to evening shifts for volunteers, temporary employees converted to full-time with less than five years experience and new hires who will be paid a 7.5% shift differential, except those employees assigned to a three day, 12 hour schedule.
- Provides a 2% increase across the board for all bargaining unit members effective August 21, 2003.
- Provides a 3.5% increase at Step 7 and Step 4 for non-foreperson classifications, effective December 5, 2003.

- Provides a one step advancement for permanent employees not on Step 7 or Step 4 of their respective pay schedules, effective December 5, 2003.
- Provides temporary employees a 3.5% salary increase, effective December 5, 2003.
- Provides an 8.0% salary spread for the foreperson job classification above respective journeyperson job classification.
- Provides the placement of temporary employees converted to full-time permanent status on Step 2 of the 4 Step and 7 Step Salary Schedules.
- Provides a one step advancement for all employees not on Step 7 or Step 4 of their respective salary schedule, effective June 17, 2005.
- Provides advancement to the top step for all employees not on Step 4 or Step 7 of their respective salary schedules, effective June 17, 2006.
- Provides that any step advancement by unit employees during 2004-2005 and 2005-2006 reopeners be considered the wage increases for these employees.
- Provides for permanent and temporary non-licensed journeypersons (carpenter, glazer, mason, painter, roofer) hired after June 18, 2004 to be paid on a newly-established Non-Licensed Trades Salary Table.
- Provides for licensed temporary employees hired after June 18, 2004 to be paid at 80% of the top step of the journeyperson rate.
- Provides a \$1,000 supplement for employee (hired prior to June 18, 2004) who volunteers for any of the modified work schedules during each year of the term of this contract and who serve the prescribed period.
- Provides for a collective bargaining agreement, effective October 1, 2002 and expiring June 30, 2006.
- Provides a reopener provision for 2004-2005 and 2005-2006 to address wages and health insurance.

The DCSMEC bargaining unit members ratified the contract on June 8, 2004.

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 collective bargaining agreement with the Dade County School Maintenance Employee Committee, effective October 1, 2002 through June 30, 2006.

MRS:jmg