

Rudolph F. Crew, Ed.D., Superintendent of Schools

**SUBJECT:        RATIFICATION OF 2004-2005 ADDENDUM TO THE 2003-2006  
LABOR CONTRACT BETWEEN THE MIAMI-DADE COUNTY PUBLIC  
SCHOOLS AND THE DADE COUNTY SCHOOL MAINTENANCE  
EMPLOYEE COMMITTEE**

**COMMITTEE:    LEGISLATIVE RELATIONS, PUBLIC RELATIONS AND PERSONNEL  
SERVICES**

Pursuant to provisions of the labor contract between the Miami-Dade County Public Schools and the Dade County School Maintenance Employee Committee, the parties commenced reopener negotiations on September 29, 2004 and concluded on November 10, 2004 with a Tentative Agreement being reached on all open economic and non-economic issues. The Agreement addressed the following issues:

- Salary
- Ratification and Final Disposition
- Health Insurance (MOU)

The major highlights of the Tentative Agreement are as follows:

- Provides a 2% improvement to the top step of the HO and H2 Salary Schedules effective July 1, 2004.
- Provides an agreement in a Memorandum of Understanding (MOU) on a health insurance package that offers the same level of service at the same cost in calendar year 2005 as in calendar 2004 but improves the HMO benefits.

DCSMEC bargaining unit members ratified the Agreement on November 18, 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 2004-2005 Addendum to the labor contract with the Dade County School Maintenance Employee Committee, effective July 1, 2004.

RFC:jmg