

Office of Superintendent of Schools
Board Meeting of January 19, 2005

January 19, 2005

Office of Human Resources
Paul M. Cholak, Chief Personnel Officer

**SUBJECT: RATIFICATION OF THE 2004-2005 ADDENDUM TO THE 2003-2006
LABOR CONTRACT BETWEEN MIAMI-DADE COUNTY PUBLIC
SCHOOLS AND THE AMERICAN FEDERATION OF STATE,
COUNTY, AND MUNICIPAL EMPLOYEES, LOCAL 1184**

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

Pursuant to provisions of the labor contract between the Miami-Dade County Public Schools and the American Federation of State, County, and Municipal Employees (AFSCME), Local 1184, the parties commenced reopener negotiations on June 15, 2004 and concluded on January 13, 2005 with a Tentative Agreement being reached on all open economic and non-economic issues. The Tentative Agreement addressed the following issues:

- Salary/Salary Schedules
- Health Insurance Memorandum of Understanding (MOU)
- Classification Plan and Policies
- Payroll Deductions for AFSCME, Local 1184, Dues
- Compensatory Benefits - - Health Insurance Part-Time Food Service Employees

The major highlights of the Tentative Agreement are as follows:

- Provides a step advancement for unit employees.
- Provides unit members on the top step of the salary schedules a compensation payment of \$900 for 10-month employees and \$1,080 for 12-month employees.
- Provides an agreement 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, with improved benefits in the HMO portion.
- Provides for a two-pay grade reclassification for Food Service Manager I, Food Service Manager II, Food Service Manager III, Assistant Food Service Manager, and Satellite Assistant.
- Grants up to two (2) payroll deductions for AFSCME-sponsored benefits and economic services program.

**REPLACEMENT
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- Clarifies the health insurance eligibility determination date for part-time food service employees.
- Provides for the establishment of a joint committee to conduct a survey of AFSCME unit jobs, including compensation and fringe benefits, to be concluded by June 30, 2005.
- Redefines a number of provisions regarding extra-time pay for school bus drivers.

AFSCME bargaining unit members ratified the Tentative Agreement on January 18, 2005.

Copies of the Tentative 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 2003-2006 Labor Contract with the American Federation of State, County, and Municipal Employees (AFSCME), Local 1184, effective July 1, 2004.

PMC:jmg