

Rudolph F. Crew, E.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 ADMINISTRATORS'
 ASSOCIATION**

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

Pursuant to provisions of the labor contract between the Miami-Dade County Public Schools and the Dade County School Administrators' Association, the parties commenced reopener negotiations on June 10, 2004 and concluded on March 11, 2005 with a Tentative Agreement being reached on all open economic and non-economic issues. The Agreement addressed the following issues:

- Salary
- Health Insurance (MOU)
- Compensation Plan
- Working Conditions
- Assignment, Transfer, and Appointment

The major highlights of the Tentative Agreement are as follows:

- Provides a 3% salary schedule improvement effective December 31, 2004.
- Provides 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 that employees who are promoted shall receive a 9% salary increase (currently 7.5%) and employees who are reclassified shall receive a 5% salary increase (currently 2%).

**Replacement A-6
Formerly D-24**

- Provides that an employee who works in excess of the standard work week shall be paid overtime or may request compensatory time with the approval of the supervising administrator (currently the employee receives compensatory time in lieu of being paid overtime).
- Provides that an employee assigned to a temporary appointment with a higher paygrade shall receive a salary increase while serving in the temporary appointment.
- Provides that effective December 31, 2004: (a) existing salary schedule quartiles will remain fixed, except for the maximum which shall be improved by 3%; and (b) an employee entering the next quartile as a result of the salary improvement effective December 31, 2004 and subsequently shall receive an additional salary enhancement equal to two (2) percent of the base salary.

DCSAA bargaining unit members will vote on this Agreement on Tuesday, March 15, 2005.

If ratified, 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 2003-2006 labor contract between Miami-Dade County Public Schools and the Dade County School Administrators' Association.

PMC:jmg