

Office of Superintendent of Schools
Board Meeting of April 13, 2005

April 8, 2005

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

**SUBJECT: RATIFICATION OF 2004-2005 ADDENDUM TO THE 2003-2006
LABOR CONTRACT BETWEEN THE MIAMI-DADE COUNTY
PUBLIC SCHOOLS AND THE FLORIDA STATE LODGE,
FRATERNAL ORDER OF POLICE**

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

Pursuant to provisions of the labor contract between the Miami-Dade County Public Schools and the Florida State Lodge, Fraternal Order of Police (FOP), the parties commenced negotiations on a successor three-year contract (2004-2007) on June 23, 2004 and concluded on April 4, 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)
- ▶ Grievance Procedures
- ▶ Working Conditions
- ▶ Bulletin Boards
- ▶ Leaves, Vacations, and Holidays
- ▶ Insurance and Other Benefits

The major highlights of the Tentative Agreement are as follows:

- ▶ Provides for a three-year salary agreement at a unit average of 5% in year one (2004-2005); 6.7% in year two (2005-2006); and 3.4% in year three (2006-2007);
- ▶ Provides that effective July 1, 2004, employees who have completed 10 years of consecutive service with the Miami-Dade Schools Police Department shall be entitled to an additional 4% supplement to be added to their base salary; and
- ▶ Provides an Agreement (Memorandum of Understanding) on a health insurance package that offers the same level of service at the same cost in calendar year 2005 as in calendar year 2004, with improved benefits in the HMO portion.

Replacement
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The FOP bargaining unit members ratified the Agreement on April 7, 2005.

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 successor 2004-2007 Labor Contract with the Florida State Lodge, Fraternal Order of Police, effective July 1, 2004 through June 30, 2007.

PMC:jmg