

Business Operations
Ofelia San Pedro, Deputy Superintendent

SUBJECT: RATIFICATION OF 2005-2006 ADDENDUM TO THE 2003-2006 LABOR CONTRACT BETWEEN MIAMI-DADE COUNTY PUBLIC SCHOOLS (M-DCPS) AND THE UNITED TEACHERS OF DADE (UTD)

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

Pursuant to provisions of the labor contract between Miami-Dade County Public Schools and the United Teachers of Dade, the parties commenced reopener negotiations on March 8, 2005 and concluded on July 29, 2005 on all economic and non-economic issues.

The Agreement addressed the following issues:

- Salary Schedules
- School Improvement Zone
- Ratification and Final Disposition
- Compensatory Benefits

The major highlights of the Tentative Agreement are as follows:

- Provides a step advancement for all 10-month unit employees effective the start of the applicable 2005-2006 school year calendar.
- Provides a step advancement for all 12-month unit employees effective July 1, 2005.
- Increases the top step of the salary schedules by \$900 (10-month employees) and \$1,080 (12-month employees).
- Increases the starting salary for new teachers to \$34,200 and provides a half a percent (1/2%) salary step differential between Steps 1 - 8 on the AO/CO Salary Schedule.
- Increases the pay rate by five percent (5%) for Temporary Teachers (Substitutes - AS Salary Schedule) and part-time hourly teachers (AU/AT Salary Schedules).
- Advances all eligible employees who are compensated for extra duties and responsibilities on the supplement schedule by eliminating the column schedule to a designated amount.

- Provides an additional sick day of accrual for 10-month employees who are assigned to School Improvement Zone (SIZ) sites provided they work the SIZ calendar.
- Provides agreement (MOU) on a three-tiered health insurance package that maintains the terms of the existing POS plan; improves the existing HMO plan and adds a second HMO plan. Additionally, the plan continues to offer a \$100-a-month opt out plan.

Prior to the School Board meeting of August 17, 2005, the Tentative Agreement will be presented to the UTD bargaining unit members for a ratification vote and, if approved, the contract will be presented to the Board for ratification.

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 2005-2006 Addendum to the labor contract with the United Teachers of Dade, effective July 1, 2005.

OSP:jmg