

Office of the Superintendent of Schools
Board Meeting of November 16, 2005

November 15, 2005

Business Operations
Ofelia San Pedro, Deputy Superintendent

**SUBJECT: RATIFICATION OF 2005-2006 ADDENDUM TO THE 2003-2006
CONTRACT BETWEEN THE 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 (M-DCPS) and the American Federation of State, County, and Municipal Employees (AFSCME), Local 1184, the parties commenced reopener negotiations on July 13, 2005, and concluded on October 21, 2005 with a Tentative Agreement on economic and non-economic issues.

The major highlights of the Tentative Agreement are as follows:

Salary/Salary Schedules

- Provides a step advancement for unit employees, effective July 1, 2005.
- Provides that the U3 Salary Schedule for bus drivers shall also be increased by one percent (1%), effective July 1, 2005.
- Provides that a new top step be created which exceeds the top step of the 2004-2005 enhanced B4, B5 and U3 Salary Schedules by \$900 for 10-month employees and \$1,080 for 12-month employees. Eligible employees who were on the top step of the B4, B5 and U3 Salary Schedules on June 30, 2005 shall advance to the new top step effective July 1, 2005.

Classification Plan and Policies

- Provides that for fiscal year 2005-2006, hourly and substitute employees (Cafeteria Substitute, Substitute Lunchroom Aide, Hourly Custodian and Substitute Driver) on the B4 and U3 Salary Schedules hired on or before March 31, 2004 shall advance one step, effective July 1, 2005.

Replacement
D-13

Compensatory Benefits

- Provides agreement (MOU) on a three-tiered health insurance package for calendar year 2006 that maintains the terms of the existing POS; improves the existing HMO plan and adds a second HMO plan. It also continues to offer a \$100-a-month opt out plan. Additionally, a wellness component has been included.

Terms of Agreement

The AFSCME bargaining unit members ratified the Agreement on November 14, 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 2005-2006 Addendum to the labor contract with the American Federation of State, County, and Municipal Employees, Local 1184, effective July 1, 2005.

OSP:jmg