

Rudolph F. Crew, Ed.D., Superintendent of Schools

SUBJECT: RATIFICATION OF THE 2005-2006 ADDENDUM TO THE 2003-2006 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 Miami-Dade County Public Schools and the Dade County School Administrators' Association, the parties commenced reopener negotiations on May 31, 2005 and concluded on April 6, 2006 on all economic and non-economic issues.

The Agreement addressed the following issues:

- Salary/Salary Schedule
- Due Process and Disciplinary Action
- Assignment, Transfer, and Appointment
- Working Conditions
- Compensation Plan
- Compensatory Benefits
- Ratification and Final Disposition

The major highlights of the Tentative Agreement are as follows:

- Provides a 4% salary increase for unit members, effective July 1, 2005.
- Provides for Union and District officials to meet to discuss and identify positions that are difficult to recruit and retain and make recommendations to the Deputy Superintendent, Business Operations, who shall have authority to implement the recommendations within available funds.
- Establishes a Personal Property Loss Fund in the amount of \$9,000 annually, limiting each claim to \$300.
- Redefines seniority for employees new to the bargaining unit, for the purpose of reduction-in-force, as total length of continuous service in the bargaining unit. Current employees will retain seniority based on total length of service with the District.

- Stipulates that a current employee who seeks a lateral transfer (same job code, same job description, and same department) and meets qualifications shall be placed in the vacant position before other candidates are considered; if more than one current employee is qualified, the Superintendent or designee retains the authority to make the final recommendation to fill the position.
- Provides agreement (MOU) on a three-tiered health insurance package that maintains the terms of the existing POS plan; improves the existing HMO plan by offering funds for flexible benefits and adds a second HMO plan with lower co-payments for physician visits and a greater amount of funds for flexible benefits. Additionally, the plan continues to offer a \$100-a-month opt out plan.

Prior to the School Board meeting of April 18, 2006, the Tentative Agreement will be presented to DCSAA bargaining unit members for a ratification vote and, if approved, the contract will be presented to the Board for ratification.

RECOMMENDED:

That, pending ratification by the DCSAA bargaining unit, The School Board of Miami-Dade County, Florida ratify the 2005-2006 Addendum to the labor contract with the Dade County School Administrators' Association, effective July 1, 2005.

OSP:jmg