

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

SUBJECT: RATIFICATION OF THE 2006-2009 SUCCESSOR 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 Miami-Dade County Public Schools and the American Federation of State, County, and Municipal Employees, Local 1184, the parties commenced Negotiations for a three-year successor contract, 2006-2009, on April 20, 2006. Bargaining focused on improving compensation to ensure that employees are advancing toward the recommended "living wage" and to retain and recruit them. In addition, bargaining has resulted in the formation of joint labor/management committees to work on such issues as employee training and an employee evaluation system.

After eleven (11) collective bargaining sessions, the parties successfully completed bargaining on December 18, 2006, reaching a tentative agreement on a successor contract that includes agreement on wages for each year of the three-year agreement.

The Tentative Agreement was presented to unit members for ratification vote on January 16, 2007 and was ratified by the unit members. } Revis

Some of the major highlights of the agreement are as follows:

ECONOMIC PROPOSALS

- Provides a three-year salary agreement for unit members as follows:

Employees on the B4 Salary Schedule

(Custodians, Food Service Workers, Vehicle Mechanics, etc.)

Year One, 2006-2007 - Effective July 1, 2006, the salary schedule will be improved, and three pay grades at the beginning of the schedule will be eliminated and employees in those grades will be reclassified to a higher pay grade to reflect progression toward the recommended "living wage";

Year Two, 2007-2008 - Effective July 1, 2007, steps on the lowest pay grades will be eliminated and bargaining unit members who had been on those steps shall advance to a higher step to reflect progression towards the recommended "living wage". All other eligible bargaining unit members will advance one step, and the top step will be increased by \$1,200 for 12-month employees and by \$1,000 proportionately for 10-month employees;

Revised Replacement

A-3

Year Three, 2008-2009 - - Effective July 1, 2008, steps on the lowest pay grades will be eliminated and employees on those steps shall advance to a higher step to reflect progression toward the recommended "living wage". All other eligible bargaining unit members shall advance one step, and the Salary Schedule shall be increased by \$1,200 for 12-month employees and by \$1,000 proportionately for 10-month employees.

Employees on the B5 Salary Schedule

(Television Directors, Audiovisual Specialists, Radio/TV Producers, Micro-System Technicians, etc.)

Year One, 2006-2007 - - Effective July 1, 2006, the Salary Schedule will be improved;

Year Two, 2007-2008 - - Effective July 1, 2007, eligible bargaining unit members shall advance one step on the 2007-2008 salary schedule, and the top step of the salary schedule shall be increased by \$1,200;

Year Three, 2008-2009 - - Effective July 1, 2008, eligible bargaining unit members shall advance one step on the 2008-2009 salary schedule, and the top step shall be increased by \$1,200.

Employees on the U3 Salary Schedule

(Bus Drivers)

Year One, 2006-2007 - - Effective July 1, 2006, the Salary Schedule will be improved, three steps at the beginning of the schedule will be eliminated, bargaining unit members who had been on those steps shall advance to the next step, and three steps will be added to the top of the schedule. These measures are aimed at recruiting and retaining these employees.

Year Two, 2007-2008 - - Effective July 1, 2007, the Salary Schedule shall be improved and eligible bargaining unit members shall advance one step on the salary schedule.

Year Three, 2008-2009 - - Effective July 1, 2008, eligible bargaining unit members shall advance one step.

Reclassification of Jobs

- Provides for reclassification of a number of jobs to reflect their market value, as well as recognize additional duties.

Attendance Incentive Plan

- Establishes a pilot program that will provide a financial incentive for each bus driver who has "perfect attendance" during each pay period. The pilot program is aimed at improving efficiency by avoiding frequent use of replacement drivers.

Tuition Reimbursement

- Provides for an increase in tuition reimbursement to \$100 from \$75 per semester hour and an increase in credits qualifying for reimbursement to 12 per fiscal year (from nine).

Promotion Compensation

- Provides that, effective July 1, 2007, when an employee is promoted or assigned to a position with a higher pay grade he/she shall be placed on a step that provides at least a 5% pay increase.

Health Insurance

- Provides a 2007 health insurance package that offers the current POS, three HMO plans, a Child-Only option, and a \$100-a-month Opt-Out Plan.

NON-ECONOMIC PROPOSALS

Joint Labor Management Committees

- Provides for committees and sub-committees to address matters of mutual concern to management and labor which include problems related to employee relations, compensation and district improvement objectives. As a result, three of the proposals agreed to in contract negotiations identify committees as follows: } Revised
 - **Training Initiative Committee**
 - **Route Bidding Committee**
 - **Performance Evaluation Committee**

Uniform Allowance

- Provides for a prescribed, Board-paid uniform for security specialists assigned to the School Board Administration Building complex and designated technical centers to improve the professional appearance and uniformity of district security staff.

RECOMMENDED:

That The School Board of Miami-Dade County, Florida, ratify the proposed three-year collective bargaining agreement with the American Federation of State, County, and Municipal Employees, Local 1184, effective July 1, 2006 through June 30, 2009. } Revised

OSP:jmg