

Financial Services
Richard H. Hinds, Chief Financial Officer

**SUBJECT: RATIFICATION OF THE 2009-2012 TENTATIVE AGREEMENT
 BETWEEN MIAMI-DADE COUNTY PUBLIC SCHOOLS AND THE
 FLORIDA STATE LODGE, FRATERNAL ORDER OF POLICE**

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

**LINK TO STRATEGIC
FRAMEWORK: SCHOOL/DISTRICT LEADERSHIP**

Pursuant to provisions of the labor contract between Miami-Dade County Public Schools (M-DCPS) and the Florida State Lodge, Fraternal Order of Police (FOP), the parties commenced 2009-2012 successor contract negotiations on November 23, 2009 and reached a Tentative Agreement on February 24, 2010.

If FOP unit members ratify the Tentative Agreement, it will be presented to the Board for ratification at the March 17, 2010 meeting.

The major highlights of the Tentative Agreement are as follows:

- Provides a three (3) year agreement effective July 1, 2009 through June 30, 2012, with reopeners in years two and three of the contract on wages, health insurance, and up to two articles/appendices;
- Provides a 2% salary increase effective December 25, 2009;
- Provides a Memorandum of Understanding on the 2010 Health Insurance Plan that offers two open access plans, one of which is at no cost for employees only; and each employee enrolled in the plan will receive \$456 for calendar year 2010 to be used for flexible benefits or to offset the cost of dependent coverage;
- Provides unit members with the right of first refusal to furnish security for all School Board sponsored K-12 functions/events/activities where law enforcement presence is necessary; and

D-11

- Provides a Memorandum of Understanding that the parties will develop a Standard Operating Procedure (SOP) allowing unit members to work Outside Extra Duty Employment.

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 proposed three (3) year Tentative Agreement with the Florida State Lodge, Fraternal Order of Police (FOP), effective July 1, 2009 through June 30, 2012.

RHH:md