

Office of Superintendent of Schools
Board Meeting of March 7, 2012

March 5, 2012

Enid Weisman, Assistant Superintendent
Human Resources, Recruiting, Performance Management and Labor Relations

SUBJECT: RATIFICATION OF THE 2010-2011 AND 2011-2012
TENTATIVE AGREEMENT RE-OPENER CONTRACTS
BETWEEN MIAMI-DADE COUNTY PUBLIC SCHOOLS
AND 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 and the Florida State Lodge, Fraternal Order of Police (FOP), the parties reached a Tentative Agreement on March 1, 2012 for 2010-2011 and 2011-2012 reopener contracts.

The major highlights of the Tentative Agreements are as follows:

- Resolves impasse of 2010-2011 and 2011-2012 reopener contract negotiations;
- Provides that upon completion of the probationary period, employees will be considered permanent employees and not subject to annual reappointment;
- Provides agreement (Memorandum of Understanding) on the 2012 Employee Benefit Program (health insurance) that offers two open access plans, one of which is provided at no cost to employees only;
- Establishes a healthcare subcommittee that will recommend healthcare and wellness initiatives;
- Provides no salary increase for the 2010-2011 and 2011-2012 school years; and
- Provides for two one-year term of agreements effective July 1, 2010 through June 30, 2011 and July 1, 2011 through June 30, 2012.

FOP bargaining unit members ratified the Tentative Agreements on March 2, 2012.

**Good Cause
D-24**

Copies of the Tentative 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.

This item does not appear on the published Agenda. There exists good cause to vary from the published Agenda as the negotiations with FOP had not been finalized prior to publication of the Agenda.

RECOMMENDED:

That The School Board of Miami-Dade County, Florida, ratify the 2010-2011 and 2011-2012 Tentative Agreement re-opener contracts with FOP effective July 1, 2010 through June 30, 2011 and July 1, 2011 through June 30, 2012.

EW:am