

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

**SUBJECT:                    RATIFICATION OF THE 2011-2012 TENTATIVE  
AGREEMENT RE-OPENER CONTRACT BETWEEN  
MIAMI-DADE COUNTY PUBLIC SCHOOLS AND THE  
DADE COUNTY SCHOOL ADMINISTRATORS'  
ASSOCIATION**

**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 Dade County School Administrators' Association (DCSAA), the parties commenced 2011-2012 reopener contract negotiations on October 28, 2011, and reached a Tentative Agreement on March 6, 2012.

The major highlights of the Tentative Agreement are as follows:

- 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 2011-2012 school year; and
- Provides for a one year term of agreement effective July 1, 2011 through June 30, 2012.

DCSAA bargaining unit members ratified the Tentative Agreement on March 6, 2012.

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 DCSAA had not been finalized prior to publication of the Agenda.

**Good Cause  
D-25**

**RECOMMENDED:**

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

EW:am