

Enid Weisman, Chief Human Capital Officer
Office of Human Capital Management

**SUBJECT: COLLECTIVE BARGAINING UPDATE AND 2012-2013
COMPENSATION ADJUSTMENT RECOMMENDATIONS**

1. APPROVE EMPLOYEE PERFORMANCE PAY: TEACHERS \$14 MILLION, SCHOOL SITE MEP \$1 MILLION, NON SCHOOL SITE MEP, \$250,000 THROUGH GRANT FUNDING
2. APPROVE THE 2012-2013 MANAGERIAL EXEMPT PERSONNEL COMPENSATION ADJUSTMENT
3. APPROVE THE 2012-2013 CONFIDENTIAL EXEMPT PERSONNEL COMPENSATION ADJUSTMENT
4. APPROVE THE 2012-2015 TENTATIVE AGREEMENT SUCCESSOR CONTRACT BETWEEN MIAMI-DADE COUNTY PUBLIC SCHOOLS AND THE DADE COUNTY SCHOOL ADMINISTRATORS' ASSOCIATION

} ADDED

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

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

The following information provides a summary of collective bargaining on compensation adjustments for all bargaining units and employee groups:

United Teachers of Dade (UTD)	Instructional staff 2.77% average salary increase RTTT Grant Performance Pay 1.34% (\$14 million) award ranges from \$500 to \$7000 Florida School Recognition Program 1.52% (\$16 million) Non-instructional staff 2.25% average salary increase
American Federation of State, County, Municipal Employees (AFSCME)	2.25% average salary increase
Dade County School Maintenance Employee Committee (DCSMEC)	2.25% average salary increase
Fraternal Order of Police (FOP)	Pending

**Revised
D-22**

Dade County School Administrators' Association (DCSAA)

As to the provisions of the labor contract between Miami-Dade County Public Schools and the Dade County School Administrators' Association (DCSAA), the parties commenced 2012-2015 successor contract negotiations on November 1, 2012, and reached a Tentative Agreement on the 2012-2015 Successor Contract on February 8, 2013.

The major highlights of the Tentative Agreement are as follows:

- Provides a salary increase effective December 21, 2012;
- Establishes a reopener in year two for wages and health insurance and two articles/appendices by April 1, 2013, and
- Provides for a successor contract effective July 1, 2012 through June 30, 2015.

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.

Pursuant to Board Policies 1120.01, Managerial Exempt Personnel (MEP), and 4120.01, Confidential Exempt Personnel (CEP) Classification Plan, compensation adjustments must be approved by the Board.

Recognizing the work of our Managerial Exempt Personnel (MEP) and Confidential Exempt Personnel (CEP) employees, it is recommended that eligible MEP and CEP employees receive the following adjustment, not to exceed the maximum of the salary range:

Managerial Exempt Personnel (MEP)	up to 2.25% compensation adjustment RTTT Performance Pay 1.22% (\$1 million) Non-school site Staff Performance Pay - Grant funded 0.73% (\$250,000)
Confidential Exempt Personnel (CEP)	up to 2.25% compensation adjustment and adjust the salary range accordingly

- RECOMMENDED:** That The School Board of Miami-Dade County, Florida:
1. Approve employee performance pay, teachers \$14 million, school site MEP \$1 million, non-school site MEP \$250,000 through grant funding
 2. Approve a compensation adjustment of up to 2.25% for eligible Managerial Exempt Personnel (MEP) employees not to exceed the maximum of the salary range, effective December 21, 2012.
 3. Approve a compensation adjustment of up to 2.25% for eligible Confidential Exempt Personnel (CEP) employees, pending evaluation, and adjust the salary range accordingly, effective December 21, 2012.
 4. Approve the 2012-2015 Tentative Agreement Successor Contract effective July 1, 2012 through June 30, 2015, with DCSAA.