

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

**SUBJECT:                   RATIFICATION OF THE 2014 EMPLOYEE BENEFIT PROGRAM  
MEMORANDUM OF UNDERSTANDING 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 2013-2014 reopener contract and 2014 employee benefit negotiations on November 20, 2013, and reached a tentative agreement for the 2014 Employee Benefit Program by a Memorandum of Understanding (MOU) on December 16, 2013.

The 2014 Employee Benefit Program MOU includes three open access plans, one of which is provided at no cost to employees.

The 2014 Employee Benefit Program MOU, if ratified by DCSAA unit members, will be presented to the Board for approval at its January 15, 2014 meeting.

Copies of the 2014 Employee Benefit Program MOU 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 2014 Employee Benefit Program MOU with DCSAA, if ratified by DCSAA unit members.