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Office of Human Capital Management

**SUBJECT:                    RATIFICATION OF THE 2013-2014 TENTATIVE AGREEMENT  
REOPENER CONTRACT 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 and the Florida State Lodge, Fraternal Order of Police (FOP), the parties commenced 2013-2014 reopener contract negotiations on October 10, 2013 and reached a Tentative Agreement on February 12, 2014.

The major highlights of the Tentative Agreement are as follows:

- Provides agreement (Memorandum of Understanding) on the 2014 Employee Benefit Program (health insurance) that offers three open access plans, one of which is provided at no cost to employees; and
- Provides salary adjustments effective July 1, 2013.

The Tentative Agreement was ratified by FOP unit members and will be presented to the Board for approval at its March 12, 2014, School Board meeting.

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.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida, ratify the 2013-2014 Tentative Agreement reopener contract with FOP effective July 1, 2013 through June 30, 2014.