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Office of Human Capital Management

**SUBJECT: RATIFICATION OF THE 2014-2015 TENTATIVE AGREEMENT
REOPENER CONTRACT BETWEEN MIAMI-DADE COUNTY
PUBLIC SCHOOLS AND THE AMERICAN FEDERATION OF
STATE, COUNTY, AND MUNICIPAL EMPLOYEES, LOCAL
1184**

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 American Federation of State, County, and Municipal Employees, Local 1184 (AFSCME), the parties commenced 2014-2015 reopener contract negotiations on September 9, 2014 and reached a Tentative Agreement on November 21, 2014.

The major highlights of the Tentative Agreement are as follows:

- Provides agreement (Memorandum of Understanding) on the 2015 Employee Benefit Program (health insurance) that offers two open access plans, one of which is provided at no cost to employees.
- Provides salary adjustments effective July 1, 2014.
- Establishes negotiations for the 2015-2018 Successor Contract.
- Provides for a one year term of agreement effective July 1, 2014 through June 30, 2015.

If ratified by AFSCME unit members, the Tentative Agreement will be presented to the Board for approval at its December 10, 2014 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 2014-2015 Tentative Agreement reopener contract with AFSCME effective July 1, 2014 through June 30, 2015, if ratified by AFSCME unit members.