

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

**SUBJECT:            RATIFICATION OF THE 2014-2015 TENTATIVE AGREEMENT  
REOPENER CONTRACT AND THE 2015 EMPLOYEE BENEFIT  
PROGRAM MEMORANDUM OF UNDERSTANDING BETWEEN  
MIAMI-DADE COUNTY PUBLIC SCHOOLS AND THE DADE COUNTY  
SCHOOL MAINTENANCE EMPLOYEE COMMITTEE**

**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 Maintenance Employee Committee (DCSMEC), the parties commenced 2014-2015 reopener contract negotiations on July 8, 2014 and reached a Tentative Agreement on the 2014-2015 Reopener Contract on November 24, 2014. Additionally, DCSMEC accepted the 2015 Employee Benefit Program by a Memorandum of Understanding (MOU).

The major highlights of the Tentative Agreement are as follows:

- 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.

The 2015 Employee Benefit Program MOU offers three open access plans, one of which is provided at no cost to employees.

If ratified by DCSMEC unit members, the Tentative Agreement and the Employee Benefit Program MOU will be presented to the Board for approval at its December 10, 2014 meeting.

Copies of the Tentative Agreement and the 2015 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 2014-2015 Tentative Agreement reopener contract with DCSMEC effective July 1, 2014 through June 30, 2015, if ratified by DCSMEC unit members, and the 2015 Employee Benefit Program MOU with DCSMEC.