

Office of Superintendent of Schools
Board Meeting of March 9, 2016

February 22, 2016

Jose L. Dotres, Chief Human Capital Officer
Office of Human Capital Management

SUBJECT: RATIFICATION OF THE 2015-2018 TENTATIVE AGREEMENT SUCCESSOR CONTRACT BETWEEN MIAMI-DADE COUNTY PUBLIC SCHOOLS AND THE FLORIDA STATE LODGE, FRATERNAL ORDER OF POLICE

COMMITTEE: PERSONNEL SERVICES AND STUDENT AND SCHOOL SUPPORT

LINK TO STRATEGIC BLUEPRINT: HIGHLY EFFECTIVE TEACHERS, LEADERS AND STAFF

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 2015-2018 successor contract negotiations on September 16, 2015, and reached a Tentative Agreement on February 18, 2016.

The major highlights of the Tentative Agreement are as follows:

- Provides salary adjustments effective July 1, 2015.
- Provides for a three year term of agreement effective July 1, 2015 through June 30, 2018.
- The 2016 Employee Benefit Program MOU offers three open access plans, one of which is provided at no cost to employees.

If ratified by FOP unit members, the Tentative Agreement will be presented to the Board for approval at its March 9, 2016, 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 2015-2018 Tentative Agreement successor contract with FOP effective July 1, 2015 through June 30, 2018, if ratified by FOP unit members.

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