

Superintendent of Schools
Roger C. Cuevas

SUBJECT: RATIFICATION OF THE AMENDMENT TO LABOR CONTRACT BETWEEN MIAMI-DADE COUNTY PUBLIC SCHOOLS AND THE DADE COUNTY SCHOOL ADMINISTRATORS' ASSOCIATION

Pursuant to the provisions of the labor contract between The School Board of Miami-Dade County, Florida and The Dade County School Administrator's Association, the parties commenced reopener negotiations on June 13, 2000 and concluded on July 31, 2000 with Tentative Agreement being reached on all open economic and non-economic issues. The Agreement addresses the following issues:

- Union Rights and Matters
- Due Process and Disciplinary Action
- Compensation Plan
- Classification Plan and Policies
- Salary
- Sick Leave Bank
- Quality of Work Life
- Ratification and Final Disposition

Specific details of the Agreement are as follows:

- Allows union representatives to request release time to participate in School Board business as a Union representative and assist in union matters.
- Establishes 15 contract implementation/professional development temporary duty days.
- Increases the timeframe for requesting an appeal of School Board disciplinary action from 15 days to 20 days.
- Codifies in the contract the relationship of individual employment contracts to provisions in the labor contract.
- Allows the Superintendent to authorize initial compensation at a salary higher than the minimum of grade, but not to exceed the first quartile of the paygrade.

- Extends the deadline for submitting annual reclassification requests from January 15th to March 1st of the fiscal year.
- Authorizes a 5.0 percent salary increase for bargaining unit members, effective July 1, 2000.
- Reduces the number of days required for activation of the DCSAA Sick Leave Bank (from 150 days to 100 days) and the number of days that trigger further member contributions (from 90 days to 60 days).
- Provides reimbursement for the cost of professional development courses or seminars offered by an accredited technical or professional institution (up to \$500 a person per fiscal year) provided there are funds remaining in the unit's tuition reimbursement account.
- Extends the term of the 1998-2001 labor contract through June 30, 2003 and provides for salary reopeners for 2001-2002 and 2002-2003.

The DCSAA bargaining unit members voted to ratify the Tentative Agreement on August 8, 2000.

Copies of the 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 Amendment to the labor contract with the Dade County School Administrators' Association, effective July 1, 2000 through June 30, 2003.

HCF:jmg