

Merrett R. Stierheim, Superintendent of Schools

**SUBJECT: RATIFICATION OF LABOR CONTRACT BETWEEN MIAMI-DADE COUNTY
PUBLIC SCHOOLS AND THE AMERICAN FEDERATION OF STATE,
COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME), LOCAL 1184**

**COMMITTEE: LEGISLATIVE RELATIONS, PUBLIC RELATIONS AND PERSONNEL
SERVICES**

Pursuant to the provisions of the labor contract between The School Board of Miami-Dade County, Florida and The American Federation of State, County, and Municipal Employees, Local 1184, the parties commenced negotiations on October 23, 2002, and concluded on November 25, 2003, with a Tentative Agreement being reached on all open economic and non-economic issues for a successor three-year contract (July 1, 2003 - June 30, 2006). The Agreement addresses the following issues:

- Terms of Agreement and Reopening
- Joint Performance Evaluation Committee
- Salary
- Classification Plan and Policies

Some of the major highlights of the Tentative Agreement are as follows:

1. Provides two step advancement for all eligible bargaining unit employees hired prior to March 31, 2003. The first step will be effective August 21, 2003, and the second step will take place on January 2, 2004. Employees hired after March 31, 2003, but prior to January 2, 2004 shall advance one step on January 2, 2004.
2. Provides for the top step of the unit's three Salary Schedules to be increased by \$900 for 10-month employees and by \$1,080 for 12-month employees on August 21, 2003, and on January 2, 2004.
3. Provides a three tier health insurance plan to employees with the ability to select from a POS plan, HMO plan, or opt provision that allows employees to opt out of the District's plan in return for a monthly \$100 payment. The District is continuing to pay the complete cost of employee health insurance and the \$64 per month contribution to further subsidize dependent coverage cost.
4. Provides for the establishment of a joint committee to develop and pilot a performance evaluation system for bargaining unit members.
5. Provides a reopener provision for the 2004-2005 and 2005-2006 years to address one article/appendix.

REPLACEMENT

The AFSCME bargaining unit members ratified the contract on December 8, 2003.

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 proposed three year collective bargaining agreement with the American Federation of State, County, and Municipal Employees (AFSCME), Local 1184, effective July 1, 2003 through June 30, 2006.

MRS:jmg