

Merrett R. Stierheim, Superintendent of Schools

**SUBJECT:        RATIFICATION OF LABOR CONTRACT BETWEEN MIAMI-DADE  
                  COUNTY PUBLIC SCHOOLS AND THE DADE COUNTY SCHOOL  
                  ADMINISTRATORS' ASSOCIATION, AFSA, LOCAL 77, AFL-CIO**

**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 Dade County School Administrators' Association, AFSA, Local 77, AFL-CIO, the parties commenced negotiations on July 18, 2002, and concluded on December 8, 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:

- Reclassification of Positions
- Short Term Disability Benefit
- Union Representatives
- Conferences-for-the-Record
- Insurance and Other Benefits
- Salary
- Ratification and Final Disposition
- Initial Appointment Compensation

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

- Provides two 2% salary increases for all eligible bargaining unit employees. The first increase will be effective August 21, 2003, and the second increase on January 2, 2004.
- Provides for a successor agreement effective July 1, 2003 through June 30, 2006.
- Provides for reopener of two articles/appendices.

**GOOD CAUSE**

**A-5**

- 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.

The DCSAA bargaining unit members ratified the contract on December 9, 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.

This item does not appear in the published agenda. There is a good cause to vary from the agenda because the parties reached tentative agreement on December 8, 2003, and the agreement was ratified on December 9, 2003 by DCSAA.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida ratify the proposed three year collective bargaining agreement with the Dade County School Administrators' Association, AFSA, Local 77, AFL-CIO, effective July 1, 2003 through June 30, 2006.

MRS:jmg