

Rudolph F. Crew, Ed.D., Superintendent of Schools

**SUBJECT:            RATIFICATION    OF    SUCCESSOR    2006-2009    LABOR  
                         CONTRACT    BETWEEN    MIAMI-DADE    COUNTY    PUBLIC  
                         SCHOOLS (M-DCPS) AND THE UNITED TEACHERS OF DADE  
                         (UTD)**

Beginning in February 2006, M-DCPS and UTD began a comprehensive round of labor negotiations. The joint teams met for 21 formal bargaining sessions. The teams proffered many separate proposals, UTD presented 33 proposals and M-DCPS presented 44 proposals. The proposals focused on four major areas: parent engagement, professional development, student achievement and staff compensation/benefits.

The teams successfully completed bargaining on November 15, 2006 after three non-stop days of bargaining. The final agreement consisted of 46 proposals which will amend, modify or add to the successor 2006-2009 contract. The District is extremely proud of this landmark agreement which provides a three-year wage agreement, additional economic improvements and most significantly educational enhancements that will directly impact student instruction.

UTD presented the Tentative Agreement to the Council of Union Stewards on Thursday, November 16, 2006, and ratification was completed on Thursday, November 30, 2006. The 2006-2009 Successor Contract with UTD was ratified on Thursday, November 30, 2006. Major highlights of the proposed agreement are as follows.

} Revised

- Provides a three-year salary agreement for teachers; paraprofessionals/ associate educators/school support personnel; and office employees as follows:

**Teachers**

- ▣ Year One, 2006-2007 - - Effective July 1, 2006 or the start of the school year, the starting salary is increased to \$36,250; portions of the salary schedule are improved; eligible employees advance a step; and the top step is improved by \$2,000;

Effective January 12, 2007, the starting salary is increased to \$37,000; portions of the salary schedule are improved; and the top step is increased by another \$1,000;

- ▣ Year Two, 2007-2008 - - Effective July 1, 2007 or the start of the school year, the starting salary is increased to \$38,000; portions of the salary schedule are improved; two steps on the schedule are eliminated; eligible employees advance a step; the top two steps are improved by \$2,000;
- ▣ Year Three, 2008-2009 - - Effective July 1, 2008 or the start of the school year, eligible employees advance a step; the top step is improved by \$1,000; one additional step is eliminated; and a replacement schedule will be implemented based on additional funding over the previous year's budget.

The replacement schedule, which provides for a starting salary of \$40,000 and additional salary schedule improvements, will go into effect for the full year if adequate funding is provided over the previous year's budget. If adequate funding is not provided for the entire year, the implementation date for this salary schedule shall be proportionate to the actual funding received divided by the target funding. If no additional funding is provided over the previous year's budget, the replacement schedule will go into effect no later than the last day of the 2008-2009 school year.

#### **Paraprofessionals/Associate Educators/School Support Personnel**

- ▣ Year One, 2006-2007 - - Effective July 1, 2006 or the start of the school year, portions of the salary schedule are improved, a step is eliminated, employees advance a step; the top step is increased by \$1,000 (10-month) and \$1,200 (12-month);
- Effective January 12, 2007, a new paygrade (10) is added and paygrade 15 is improved primarily for the benefit of upgrading paraprofessionals;
- ▣ Year Two, 2007-2008 - - Effective July 1, 2007 or the start of the school year, portions of the salary schedule are improved; employees advance a step; the top step is increased by \$1,000 (10-month) and \$1,200 (12-month);
  - ▣ Year Three, 2008-2009 - - Effective July 1, 2008 or the start of the school year, portions of the salary schedule are improved; employees advance a step; the top step is increased by \$1,000 (10-month) and \$1,200 (12-month);

#### **Office Employees**

- ▣ Year One, 2006-2007 - - Effective July 1, 2006 or the start of the school year, portions of the salary schedule are improved, a step is eliminated for all paygrades, two new paygrades are added at the top of the salary schedule; employees advance a step; the top step is increased by \$1,000 (10-month) and \$1,200 (12-month);

- ▶ Year Two, 2007-2008 - - Effective July 1, 2007 or the start of the school year, portions of the salary schedule are improved; paygrade 15 is eliminated; employees advance a step; the top step is increased by \$1,000 (10-month) and \$1,200 (12-month);
  - ▶ Year Three, 2008-2009 - - Effective July 1, 2008 or the start of the school year, portions of the salary schedule are improved; paygrade 16 is eliminated; employees advance a step; the top step is increased by \$1,000 (10-month) and \$1,200 (12-month);
- Provides additional opportunities for parents and teachers to conference during one early release day afternoon in the Fall and one evening in the Spring.
- Provides for implementation of the Secondary School Reform Initiative (SSRI) in 11 high schools during 2006-2007, allows for additional high schools to be part of SSRI in year two, 2007-2008, by way of faculty voting, and specifies that all high schools will participate when 80% of all high schools elect to implement the SSRI.
- Provides for implementation of a new pilot evaluation system, Instructional Performance Evaluation and Growth System (IPEGS), at 32 schools during 2006-2007, adding more schools to the pilot during 2007-2008, followed by an assessment by the Joint Evaluation Committee, which will make recommendations for amending and/or modifying IPEGS before full implementation.
- Provides for expanding professional development for teachers by increasing the number of planning and preparation days for this purpose from one to two effective in the 2007-2008 school year and identifying one early Wednesday dismissal per month for professional development in elementary schools;
- Provides for stabilizing school faculty for the school year by:
  - ▶ permitting transfers only after the end of the school year, but allows teachers to apply for transfers during the school year and be selected for open positions that will be held for them for the next school year;
  - ▶ stipulating that personal leave requests must be submitted at least 30 days prior to the start of the subsequent school year; and
  - ▶ specifying that personal leaves must start before the first optional reporting date for instructional personnel; and
- Effective 2007-2008 school year, increases teachers' credential pay to \$3,100 for a Masters degree, to \$5,150 for a Specialist degree, and to \$7,200 for a Doctorate.
- Effective 2007-2008 school year, increases supplements and pay for temporary instructors and part time hourly teachers by 3%.

- Provides a 2007 health insurance package that offers the current POS, three HMO plans, a Child-Only option, and a \$100-a-month Opt-Out Plan.

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 United Teachers of Dade, effective July 1, 2006 through June 30, 2009.

OSP:jmg