

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 DADE COUNTY SCHOOL
ADMINISTRATORS' ASSOCIATION (DCSAA)**

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

**LINK TO DISTRICT
STRATEGIC PLAN: NEGOTIATE AND DEVELOP CONTRACTS WITH EACH
BARGAINING UNIT**

Pursuant to provisions of the labor contract between the Miami-Dade County Public Schools (M-DCPS) and the Dade County School Administrators' Association (DCSAA), the parties commenced negotiations for a successor three-year contract on May 24, 2006, and concluded on February 8, 2007 with a Tentative Agreement on all economic and non-economic issues.

The Union is expected to conduct a ratification vote on Tuesday, February 13, 2007. If approved by unit members the agreement will be presented to the Board for final approval.

The major highlights of the agreement are as follows:

- Provides a three-year salary agreement for unit members as follows:
 - Year One, 2006-2007 -- Effective July 1, 2006, eligible employees shall receive a 4.0% salary increase. The maximum salaries of the Professional Technical (X8) Salary Schedule shall be increased by 4.0%.
 - Year Two, 2007-2008 -- Effective July 1, 2007, eligible employees shall receive a 4.0% salary increase. The minimum and maximum salaries of the Professional Technical (X8) Salary Schedule shall be increased by 3.0%.
 - Year Three, 2008-2009 -- Effective July 1, 2008, eligible employees shall receive a 4.0% salary increase. The minimum and maximum salaries of the Professional Technical (X8) Salary Schedule shall be increased by 3.0%.
- Tuition Reimbursement -- Provides for an increase in tuition reimbursement to \$150 from \$130 per semester hour and effective 2007-2008, an increase in credits qualifying for reimbursement to twelve per fiscal year (from nine).

- Pay Differential -- Provides that, effective July 1, 2006, Information Technology Services employees regularly assigned to a work schedule which include Saturdays and/or Sundays shall receive a 6.0% salary differential. Transportation Center employees regularly scheduled to work prior to the normal workday shall receive a differential of \$2.50 for each hour worked prior to the normal workday.
- Health Insurance -- 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.
- Personal Property Loss Fund -- Provides for reimbursement for loss or damage to personal property while on official M-DCPS business to a maximum of \$500 per claim (from \$300), while maintaining the total allocation to the fund at \$9000 per year.
- Sick Leave Cash-In -- Language was added to the contract to state the parameters of a good attendance incentive which allows employees who use no more than three sick/personal days during the fiscal year to cash-in accrued sick leave days at 80% of the employees' daily rate of pay.

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, effective July 1, 2006 through June 30, 2009.

OSP:jmg