Office of Superintendent of Schools Board Meeting of October 14, 2009

Financial Services Richard H. Hinds, Chief Financial Officer

SUBJECT:

RATIFICATION OF THE 2009-2012 TENTATIVE AGREEMENT (SUCCESSOR CONTRACT) BETWEEN MIAMI-DADE COUNTY PUBLIC SCHOOLS (M-DCPS) AND THE UNITED TEACHERS OF

DADE (UTD)

COMMITTEE:

SCHOOL SUPPORT ACCOUNTABILITY

LINK TO DISTRICT

STRATEGIC PLAN:

NEGOTIATE AND DEVELOP CONTRACTS WITH

BARGAINING UNIT

Pursuant to provisions of the labor contract between Miami-Dade County Public Schools (M-DCPS) and the United Teachers of Dade (UTD), the parties commenced 2009-2012 successor contract negotiations on June 26, 2009 and reached a Tentative Agreement on October 5, 2009.

UTD will be presenting the Tentative Agreement to its bargaining unit members for a ratification vote to be completed by Wednesday afternoon, October 14, 2009. If ratified by the UTD bargaining unit, the Tentative Agreement will be presented to the Board for ratification.

The major highlights of the Tentative Agreement are as follows:

- Provides for a three-year term of agreement effective July 1, 2009, through June 30, 2012, with reopeners in years two and three on wages and the Employee Benefit Program (health insurance) and allows each party to reopen two articles/appendices;
- Provides a step advance effective December 25, 2009, for eligible instructional personnel (AO/CO Salary Schedule); Paraprofessionals/Associate Educators/School Support Personnel (U1 Salary Schedule); and Office Personnel (UO Salary Schedule) and increases the top steps by \$1,000;

Replacement D-12

- Provides for improvements to the AO/CO Salary Schedule (instructional personnel) on February 19, 2010, retroactive to December 25, 2009, by enhancing the first 13 steps on the salary schedule, which include raising the starting salary to \$38,500;
- Provides agreement (Memorandum of Understanding) on the 2010 Employee Benefit Program (health insurance) that offers two open access plans, one of which is provided at no cost for employees only;
- Provides that former retired certificated employees from in-state including M-DCPS or out-of-state who are hired or rehired by M-DCPS shall be given one step for every two years of credible service, up to step 12 on the AO/CO Salary Schedule;
- Provides for elimination of extended afternoon and evening teacher-parent conferences for a significant cost reduction to the District; and
- Provides for the joint Paraprofessional/Clerical/Educational Support Professional Critical Issues Task Force to convene within 30 days of ratification of this agreement to address contract provisions including layoffs.

Copies of the Tentative 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 2009-2012 Tentative Agreement (Successor Contract) with the United Teachers of Dade (UTD), effective July 1, 2009 through June 30, 2012.

RHH:md