

Financial Services
Richard H. Hinds, Chief Financial Officer

SUBJECT: REQUEST FOR APPROVAL OF MEMORANDUM OF UNDERSTANDING (MOU) MODIFYING PROVISIONS OF THE LABOR CONTRACT BETWEEN MIAMI-DADE COUNTY PUBLIC SCHOOLS (M-DCPS) AND THE UNITED TEACHERS OF DADE (UTD) RELATING TO A CHANGE IN WORK YEAR FOR 12-MONTH PARAPROFESSIONALS/SCHOOL SUPPORT PERSONNEL AND OFFICE EMPLOYEES

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

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

M-DCPS and UTD have agreed to modify Articles XIV, Leaves/Vacation/Temporary Duty, Article XVII, Paraprofessional/Associate Educator/School Support Personnel and Article XVIII, Office Employees of the M-DCPS/UTD labor contract authorizing implementation of a 12-month (250-day) work year, including holidays, for Paraprofessionals/School Support Personnel and Office Employees currently on a 12-month (260-day) work year.

The parties have further agreed to the attached Memorandum of Understanding authorizing implementation of the modified contract provisions as stated above.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the attached M-DCPS/UTD Memorandum of Understanding authorizing a 250-day work year, including holidays, for 12-month Paraprofessionals/School Support Personnel and Office Employees.

RHH:md

MEMORANDUM OF UNDERSTANDING
Contract Modification/Implementation

Pursuant to the current labor contract between Miami-Dade County Public Schools (M-DCPS) and the United Teachers of Dade (UTD), the Superintendent of Schools (or designee) and the UTD President (or designee) have met to discuss a reduced work year for Paraprofessionals/School Support Personnel and Office Employees. Accordingly the parties have negotiated and agreed to the modification and implementation of the following M-DCPS/UTD contract provisions: Article XIV, Leaves/Vacation/Temporary Duty, Article XVII, Paraprofessionals/Associate Educator/School Support Personnel and Article XVIII, Office Employees.

The parties agree as follows:

- Modify the work year for paraprofessionals/school support personnel and office employees who currently work 12-months (260 days), effective July 1, 2009, to 250 paid days, including holidays, during a 12-month period.
- Reduce the salaries of all affected employees working a 250 paid days work year during a 12-month period by 3.85 percent effective July 1, 2009.
- Modify the work year so that impacted staff will not work during winter recess (5 days) and spring recess (5 days). Winter recess will continue to include two legal holidays, two Board-approved holidays and one discretionary holiday as authorized by the Superintendent.
- Revise Article XIV, Leaves/Vacation/Temporary Duty, Section 16 to state that 12-month (250 days) employees shall accrue annual leave as follows:

Paraprofessionals/School Support Personnel

- First through fifth year - 11.5 days maximum per fiscal year
- Sixth through 10th year - 14.5 days maximum per fiscal year
- More than 10 years - 19.5 days maximum per fiscal year

Office Employees

- First through third year - 14.5 days maximum per fiscal year
- Four years or more - 19.5 days maximum per fiscal year

- Revise Articles XVII and XVIII to indicate that a year is defined as 111 days for salary purposes for 12-month (250 days) employees.

M I A M I - D A D E C O U N T Y P U B L I C S C H O O L S
ARTICLE XVII - PARAPROFESSIONALS/ASSOCIATE EDUCATORS/SCHOOL SUPPORT PERSONNEL
12-Month 260 Day Work Year (U1) - Effective 7/1/2007
12-Month 250 Day Work Year (U1) - Effective 7/1/2009

GRD	STEP02	STEP03	STEP04	STEP05	STEP06	STEP07	STEP08	STEP09	STEP10	STEP11	STEP13	STEP14	STEP15
07 Annual	15,085 45,688	15,235 45,845	15,388 46,004	15,541 46,163	15,697 46,325	16,048 46,690	16,793 47,466	17,844 48,558	20,080 20,884	21,027 24,868	22,209 23,098	24,510 25,404	32,580 33,884
10 Annual	15,726 46,366	15,883 46,518	16,042 46,684	16,203 46,854	16,364 47,019	16,731 47,400	17,507 48,208	18,603 49,347	20,934 21,772	21,921 22,798	23,153 24,080	25,551 26,574	33,916 35,274
12 Annual	17,856 48,670	18,034 48,756	18,215 48,944	18,397 49,133	18,581 49,324	19,064 49,827	19,959 20,758	21,213 22,062	23,961 24,920	24,907 26,904	26,090 27,134	28,390 29,626	36,440 37,899
13 Annual	18,581 49,304	18,747 49,497	18,933 49,694	19,123 49,888	19,314 20,087	19,762 20,563	20,842 21,676	22,744 23,654	24,896 25,882	25,842 26,876	27,024 28,106	29,324 30,498	37,370 38,866
14 Annual	19,243 20,043	19,435 20,243	19,630 20,445	19,826 20,649	20,024 20,825	20,519 21,340	22,742 23,662	23,710 24,659	25,628 26,654	26,575 27,639	27,758 28,869	30,059 31,262	38,101 39,626
15 Annual	20,261 21,072	20,463 21,282	20,669 21,496	20,876 21,711	21,391 22,247	23,476 24,416	24,475 25,454	25,453 26,472	27,495 28,696	28,481 29,624	29,714 30,903	32,113 33,398	40,443 42,062
21 Annual	25,013 26,044	25,263 26,274	25,516 26,537	25,771 26,892	26,028 27,070	26,765 27,836	28,095 29,219	29,195 30,363	32,525 33,827	33,471 34,844	34,654 36,044	36,955 38,434	44,962 46,762
23 Annual	29,265 30,436	29,558 30,744	29,853 31,048	30,152 31,359	30,453 31,672	31,294 32,547	32,838 34,152	34,116 35,492	37,907 39,424	38,853 40,408	40,035 41,638	42,336 44,034	50,317 52,334

The top step of this schedule has been increased by \$1,200 over the prior schedule, effective July 1, 2007.
 All 2006-2007 employees meeting eligibility requirements as defined in Article XVII, Section 1(L)(4) and Section 2(l)(4), shall advance a step effective July 1, 2007.

MIA MI - DADE COUNTY PUBLIC SCHOOLS
ARTICLE XVIII - OFFICE EMPLOYEES
12-Month 250 Day Work Year (U0) - Effective 07/01/2007
12-Month 250 Day Work Year (U0) - Effective 07/01/2009

	S16R2	S16R3	S16R4	S16R5	S16R6	S16R7	S16R8	S16R9	S16R10	S16R11	S16R12	S16R13
16 Annual	<u>15,106</u> 45,740	<u>15,257</u> 45,867	<u>15,409</u> 46,026	<u>15,824</u> 46,457	<u>16,574</u> 47,237	<u>17,361</u> 48,066	<u>18,186</u> 48,914	<u>20,215</u> 24,024	<u>21,410</u> 22,267	<u>22,401</u> 23,297	<u>24,700</u> 25,689	<u>32,769</u> 34,084
17 Annual	<u>15,824</u> 46,457	<u>15,983</u> 46,622	<u>16,142</u> 46,788	<u>16,574</u> 47,237	<u>17,361</u> 48,056	<u>18,186</u> 48,914	<u>19,053</u> 49,815	<u>21,178</u> 22,025	<u>22,372</u> 23,267	<u>23,362</u> 24,297	<u>25,662</u> 26,689	<u>33,726</u> 35,076
18 Annual	<u>17,361</u> 48,066	<u>17,535</u> 48,237	<u>17,710</u> 48,419	<u>18,186</u> 48,914	<u>19,053</u> 49,845	<u>19,958</u> 20,767	<u>20,905</u> 21,742	<u>23,237</u> 24,167	<u>24,432</u> 25,440	<u>25,423</u> 26,440	<u>27,722</u> 28,832	<u>35,776</u> 37,208
19 Annual	<u>18,186</u> 48,914	<u>18,368</u> 49,103	<u>18,552</u> 49,294	<u>19,053</u> 49,845	<u>19,958</u> 20,757	<u>20,905</u> 21,742	<u>21,901</u> 22,777	<u>24,340</u> 25,314	<u>25,535</u> 26,567	<u>26,525</u> 27,587	<u>28,825</u> 29,979	<u>36,873</u> 38,349
20 Annual	<u>19,958</u> 20,757	<u>20,158</u> 20,965	<u>20,359</u> 21,174	<u>20,905</u> 21,742	<u>21,901</u> 22,777	<u>22,938</u> 23,856	<u>24,030</u> 24,982	<u>26,715</u> 27,784	<u>27,909</u> 29,026	<u>28,900</u> 30,057	<u>31,200</u> 32,449	<u>39,236</u> 40,807
21 Annual	<u>21,901</u> 22,777	<u>22,120</u> 23,005	<u>22,341</u> 23,235	<u>22,938</u> 23,856	<u>24,030</u> 24,992	<u>25,176</u> 26,184	<u>26,370</u> 27,425	<u>29,308</u> 30,481	<u>30,502</u> 31,723	<u>31,493</u> 32,754	<u>33,793</u> 35,146	<u>41,817</u> 43,404
22 Annual	<u>22,938</u> 23,856	<u>23,168</u> 24,095	<u>23,400</u> 24,336	<u>24,030</u> 24,992	<u>25,176</u> 26,184	<u>26,370</u> 27,425	<u>27,620</u> 28,725	<u>30,699</u> 31,928	<u>31,895</u> 33,172	<u>32,886</u> 34,202	<u>35,186</u> 36,594	<u>43,202</u> 44,934
23 Annual	<u>24,030</u> 24,992	<u>24,271</u> 25,242	<u>24,513</u> 25,494	<u>25,176</u> 26,184	<u>26,370</u> 27,425	<u>27,620</u> 28,725	<u>28,932</u> 30,099	<u>32,160</u> 33,447	<u>33,354</u> 34,689	<u>34,344</u> 36,719	<u>36,644</u> 38,111	<u>44,654</u> 46,444
24 Annual	<u>25,176</u> 26,184	<u>25,428</u> 26,446	<u>25,682</u> 26,710	<u>26,370</u> 27,425	<u>27,620</u> 28,725	<u>28,932</u> 30,099	<u>30,307</u> 31,529	<u>33,687</u> 35,035	<u>34,882</u> 36,278	<u>35,872</u> 37,398	<u>38,172</u> 39,799	<u>46,174</u> 48,022
25 Annual	<u>26,370</u> 27,425	<u>26,633</u> 27,699	<u>26,899</u> 27,976	<u>27,620</u> 28,725	<u>28,931</u> 30,089	<u>30,308</u> 31,524	<u>31,798</u> 33,074	<u>35,126</u> 36,532	<u>35,883</u> 37,349	<u>36,849</u> 38,324	<u>39,149</u> 40,716	<u>47,146</u> 49,033
26 Annual	<u>27,688</u> 28,796	<u>27,965</u> 29,084	<u>28,245</u> 29,375	<u>29,000</u> 30,161	<u>30,377</u> 31,593	<u>31,823</u> 33,097	<u>33,389</u> 34,725	<u>36,883</u> 38,359	<u>37,677</u> 39,185	<u>38,691</u> 40,249	<u>41,107</u> 42,752	<u>49,446</u> 51,425
27 Annual	<u>29,072</u> 30,236	<u>29,363</u> 30,538	<u>29,657</u> 30,844	<u>30,450</u> 31,669	<u>31,896</u> 33,173	<u>33,415</u> 34,752	<u>35,058</u> 36,461	<u>38,727</u> 40,277	<u>39,560</u> 41,144	<u>40,626</u> 42,252	<u>43,161</u> 44,889	<u>51,860</u> 53,936

The top step of this schedule has been increased by \$1,200 over the prior schedule, effective July 1, 2007.
All 2006-2007 employees meeting eligibility requirements as defined in Article XVIII, Section 12(B), shall advance a step effective July 1, 2007.