

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 AMERICAN FEDERATION OF STATE,
COUNTY, AND MUNICIPAL EMPLOYEES, LOCAL 1184 (AFSCME)**

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 American Federation of State, County, and Municipal Employee, Local 1184 (AFSCME), the parties commenced 2009-2012 successor contract negotiations on June 16, 2009, and reached a Tentative Agreement on November 10, 2009.

The major highlights of the Tentative Agreement are as follows:

- Provides for a three-year term of the agreement, effective July 1, 2009 through June 30, 2012, with re-openers in years two and three on wages and health insurance;
- Provides for maintaining the current salaries for all employees;
- Provides for a reduction of the work year for 12-month employees by 10 days, Winter Recess (five days) and Spring Recess (five days);

**Replacement
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- Provides for establishment of a joint M-DCPS-AFSCME Benefits Advisory Committee which will review the health insurance plan performance and make recommendations to the Superintendent and the Union President, and
- Provides agreement (Memorandum of Understanding) on the 2010 Health Insurance Program that offers one open access plan, which is provided at no cost for employees only.

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.

As a condition precedent to effectuating the Tentative Agreement, AFSCME must vote to accept the Tentative Agreement to complete the negotiations. AFSCME bargaining unit members are scheduled to ratify the Tentative Agreement on November 23, 2009. If the Tentative Agreement is not approved by a majority vote of employees voting in the AFSCME bargaining unit, the Tentative Agreement shall be returned for further negotiations, as required by law, and the School Board's ratification vote will not be effective.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, ratify the 2009-2012 Tentative Agreement (Successor Contract) with the American Federation of State, County, and Municipal Employees, Local 1184 (AFSCME), effective July 1, 2009 through June 30, 2012.

RHH:md