

Enid Weisman, Chief Human Capital Officer
Office of Human Capital Management

SUBJECT: RATIFICATION OF THE 2012-2015 TENTATIVE AGREEMENT
SUCCESSOR CONTRACT BETWEEN MIAMI-DADE COUNTY
PUBLIC SCHOOLS AND THE AMERICAN FEDERATION OF
STATE, COUNTY, AND MUNICIPAL EMPLOYEES, LOCAL
1184

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

**LINK TO STRATEGIC
FRAMEWORK:** SCHOOL/DISTRICT LEADERSHIP

Pursuant to provisions of the labor contract between Miami-Dade County Public Schools and the American Federation of State, County, and Municipal Employees, Local 1184 (AFSCME), the parties commenced 2012-2015 successor contract negotiations on August 24, 2012, and reached a Tentative Agreement on November 30, 2012.

The major highlights of the Tentative Agreement are as follows:

- Provides agreement (Memorandum of Understanding) on the 2013 Employee Benefit Program (health insurance) that offers two open access plans, one of which is provided at no cost to employees only;
- Provides a salary increase effective December 21, 2012;
- Establishes a reopener in years two and three for wages and health insurance by April 1, 2013, and
- Provides for a successor contract effective July 1, 2012 through June 30, 2015.

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 December 13, 2012. 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.

This item does not appear on the published Agenda. There exists good cause to vary from the published Agenda as the ratification vote with AFSCME had not been finalized prior to publication of the Agenda.

**Good Cause
D-27**

RECOMMENDED: That The School Board of Miami-Dade County, Florida, ratify the 2012-2015 Tentative Agreement successor contract with AFSCME effective July 1, 2012 through June 30, 2015, if ratified by AFSCME unit members. If the Tentative Agreement is not ratified by a majority vote of employees voting in the AFSCME bargaining unit, the School Board's ratification will not be effective.

EW:md