

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 FLORIDA STATE LODGE,  
FRATERNAL ORDER OF POLICE**

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

Pursuant to provisions of the labor contract between Miami-Dade County Public Schools and the Florida State Lodge, Fraternal Order of Police (FOP), the parties commenced 2012-2015 successor contract negotiations on August 28, 2012, and reached a Tentative Agreement on May 13, 2013.

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 salary adjustments effective December 21, 2012;
- Establishes a reopener in year two for wages and health insurance and two articles/appendices; and
- Provides for a successor contract effective July 1, 2012 through June 30, 2015.

If ratified by FOP unit members, the Tentative Agreement will be presented to the Board for approval at its May 22, 2013, Special School Board meeting.

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 2012-2015 Tentative Agreement successor contract with FOP effective July 1, 2012 through June 30, 2015, if ratified by FOP unit members.