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Office of Human Capital Management

**SUBJECT:                    RATIFICATION OF THE 2014-2015 TENTATIVE AGREEMENT  
REOPENER CONTRACT BETWEEN MIAMI-DADE COUNTY  
PUBLIC SCHOOLS AND THE DADE COUNTY SCHOOL  
ADMINISTRATORS' ASSOCIATION**

**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 Dade County School Administrators' Association, the parties commenced 2014-2015 reopener contract negotiations on August 1, 2014 and reached a Tentative Agreement on November 20, 2014.

The major highlights of the Tentative Agreement are as follows:

- Provides agreement (Memorandum of Understanding) on the 2015 Employee Benefit Program (health insurance) that offers three open access plans, one of which is provided at no cost to employees.
- Provides salary adjustments effective July 1, 2014.
- Reduces vacation days by one.
- Establishes negotiations for the 2015-2018 Successor Contract.
- Provides for a one year term of agreement effective July 1, 2014 through June 30, 2015.

The Tentative Agreement was ratified by DCSAA unit members on November 25, 2014.

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 2014-2015 Tentative Agreement reopener contract with DCSAA effective July 1, 2014 through June 30, 2015.