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Office of Human Capital Management

**SUBJECT:            RATIFICATION OF THE 2014-2015 TENTATIVE AGREEMENT  
                         REOPENER CONTRACT AND THE 2015 EMPLOYEE BENEFIT  
                         PROGRAM MEMORANDUM OF UNDERSTANDING BETWEEN  
                         MIAMI-DADE COUNTY PUBLIC SCHOOLS AND THE DADE COUNTY  
                         SCHOOL MAINTENANCE EMPLOYEE COMMITTEE**

**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 Maintenance Employee Committee (DCSMEC), the parties commenced 2014-2015 reopener contract negotiations on July 8, 2014 and reached a Tentative Agreement on the 2014-2015 Reopener Contract on November 24, 2014. Additionally, DCSMEC accepted the 2015 Employee Benefit Program by a Memorandum of Understanding (MOU).

The major highlights of the Tentative Agreement are as follows:

- Provides salary adjustments effective July 1, 2014.
- 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 2015 Employee Benefit Program MOU offers three open access plans, one of which is provided at no cost to employees.

DCSMEC bargaining unit members ratified the Tentative Agreement on December 4, 2014. }REVISED

Copies of the Tentative Agreement and the 2015 Employee Benefit Program MOU 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 DCSMEC effective July 1, 2014 through June 30, 2015, and the 2015 Employee Benefit Program MOU with DCSMEC. }REVISED