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Office of Human Capital Management

**SUBJECT: RATIFICATION OF THE 2015-2018 TENTATIVE AGREEMENT
SUCCESSOR CONTRACT BETWEEN MIAMI-DADE COUNTY PUBLIC
SCHOOLS AND THE DADE COUNTY SCHOOL ADMINISTRATORS'
ASSOCIATION**

COMMITTEE: PERSONNEL SERVICES AND STUDENT AND SCHOOL SUPPORT

**LINK TO STRATEGIC
BLUEPRINT: HIGHLY EFFECTIVE TEACHERS, LEADERS AND STAFF**

Pursuant to provisions of the labor contract between Miami-Dade County Public Schools and the Dade County School Administrators' Association (DCSAA), the parties commenced 2015-2018 successor contract negotiations and reached a Tentative Agreement on September 3, 2015.

The major highlights of the Tentative Agreement are as follows:

- Provides for a Successor Contract effective July 1, 2015 through June 30, 2018.
- 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, 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, DCSAA must vote to accept the Tentative Agreement to complete the negotiations. DCSAA bargaining unit members are scheduled to ratify the Tentative Agreement no later than September 30, 2015. If the Tentative Agreement is not approved by a majority vote of employees voting in the DCSAA 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 DCSAA had not been finalized prior to publication of the Agenda.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, ratify the 2015-2018 Tentative Agreement successor contract with DCSAA effective July 1, 2015 through June 30, 2018, subject to ratification by DCSAA unit members. If the tentative agreement is not ratified by a majority vote of employees voting in the DCSAA bargaining unit, the School Board's ratification will be nullified.

**Good Cause
D-26**