

Jose L. Dotres, Chief Human Capital Officer  
Office of Human Capital Management

**SUBJECT:                               RATIFICATION OF THE 2015-2017 TENTATIVE AGREEMENT  
SUCCESSOR CONTRACT BETWEEN MIAMI-DADE COUNTY  
PUBLIC SCHOOLS AND THE UNITED TEACHERS OF DADE**

**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 (M-DCPS) and the United Teachers of Dade (UTD), the parties commenced successor contract negotiations on May 18, 2015 and reached a Tentative Agreement on August 21, 2015.

The major highlights of the Tentative Agreement are as follows:

- For the first time in over 15 years, M-DCPS and UTD have reached a Tentative Agreement prior to the opening of schools.
- Salary adjustments will be effective July 1, 2015.
- All Instructional Personnel will transition into a minimum/maximum salary schedule allowing for progressive application of raises in the future, partly based upon performance, as required by Florida law, and away from the previous model established over 50 years ago.
- The three healthcare options for employees have been enhanced with improved pharmaceutical benefits. Employees will continue to have a free option for their healthcare.
- A newly established transparency tool will provide District employees with choice and knowledge to select high quality, lower cost healthcare options and be rewarded with cash incentive payments.
- M-DCPS and UTD have also reached an agreement that allows the teacher evaluation process to retain its focus on elements closest to the teacher, effective professional practice and impactful professional learning, while meeting recent statutory changes.

If ratified by UTD unit members, the Tentative Agreement will be presented to the Board for approval at its September 9, 2015 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 2015-2017 Tentative Agreement successor contract with UTD effective July 1, 2015 through June 30, 2017, if ratified by UTD unit members.