

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

**SUBJECT: RATIFICATION OF THE 2015-2018 TENTATIVE AGREEMENT
SUCCESSOR CONTRACT AND THE 2016 EMPLOYEE BENEFIT
PROGRAM MEMORANDUM OF UNDERSTANDING BETWEEN
MIAMI-DADE COUNTY PUBLIC SCHOOLS AND THE DADE COUNTY
SCHOOL MAINTENANCE EMPLOYEE COMMITTEE**

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 Dade County School Maintenance Employee Committee (DCSMEC), the parties commenced 2015-2018 successor contract negotiations on May 27, 2015 and reached a Tentative Agreement on October 1, 2015. Additionally, DCSMEC accepted the 2016 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, 2015.
- Provides for a three year term of agreement effective July 1, 2015 through June 30, 2018.
- The 2016 Employee Benefit Program MOU offers three open access plans, one of which is provided at no cost to employees.

If ratified by DCSMEC unit members, the Tentative Agreement and the Employee Benefit Program MOU will be presented to the Board for approval at its October 14, 2015 meeting.

Copies of the Tentative Agreement and the 2016 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 2015-2018 Tentative Agreement successor contract with DCSMEC effective July 1, 2015 through June 30, 2018, if ratified by DCSMEC unit members, and the 2016 Employee Benefit Program MOU.