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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 AMERICAN FEDERATION OF STATE, COUNTY,
AND MUNICIPAL EMPLOYEES, LOCAL 1184**

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 American Federation of State, County, and Municipal Employees, Local 1184 (AFSCME), the parties commenced successor contract negotiations on August 10, 2015 and reached a Tentative Agreement on November 13, 2015.

The major highlights of the Tentative Agreement are as follows:

- Provides salary adjustments effective July 1, 2015 which includes raising the minimum hourly rate to \$10.
- Provides for a three year term of agreement effective July 1, 2015 through June 30, 2018.
- Healthcare options for employees have been enhanced with improved pharmaceutical benefits. Employees will continue to have a free option for their healthcare.

AFSCME bargaining unit members are scheduled to ratify the Tentative Agreement no later than November 23, 2015. If the Tentative Agreement is not approved by a majority vote of employees voting in the AFSCME 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.

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.

This item does not appear on the published Agenda. There exists good cause to vary from the published Agenda as the Tentative Agreement with AFSCME 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 AFSCME effective July 1, 2015 through June 30, 2018, subject to ratification by AFSCME unit members. If the Tentative Agreement is not ratified by a majority vote of employees voting in the AFSCME bargaining unit, the School Board's ratification will be nullified.

**GOOD CAUSE
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