

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

**SUBJECT: RATIFICATION OF THE 2016-2017 TENTATIVE AGREEMENT
REOPENER 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 17, 2016 and reached a Tentative Agreement on May 25, 2016.

The major highlights of the Tentative Agreement are as follows:

- Differentiated salary adjustments that adhere to statutory requirements, while honoring teacher performance pay options, will be provided to Instructional Employees pursuant to the following formula effective July 1, 2016:
 - Grandfathered A0 Salary Schedule: 3.37%.
 - Performance Pay A0 Salary Schedule: Highly Effective, 3.57% and Effective, 2.6775%.
- Increases in Health Insurance costs will be absorbed by the District and a Free Option continues to be available for all employees. This translates to a 1% increase in the overall benefit package for employees.
- Educational Support Personnel will receive a 2.4% salary adjustment and the salary schedule was adjusted to ensure that no employee earns less than \$10 an hour.
- The beginning teacher's salary has been increased and is higher than our neighboring counties of Broward and Palm Beach and one of the highest in the state (from \$40,500 to \$40,800). Additionally, the maximum teacher salary was increased from \$71,385 to \$72,000 and is also one of the highest in the state.

The Tentative Agreement was ratified by UTD unit members on June 2, 2016.

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 2016-2017 Tentative Agreement reopener contract with UTD effective July 1, 2016 through June 30, 2017.