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Office of Human Capital Management

**SUBJECT:                    RATIFICATION OF THE 2016-2017 TENTATIVE AGREEMENT  
ADDENDUM TO THE 2015-2018 LABOR CONTRACT AND THE  
2017 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 and the Dade County School Maintenance Employee Committee (DCSMEC), the parties commenced 2016-2017 reopener contract negotiations on June 13, 2016 and reached a Tentative Agreement on October 11, 2016. Additionally, DCSMEC accepted the 2017 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, 2016.
- Increases in Health Insurance costs will be absorbed by the District and a free option continues to be available for all employees.

The Tentative Agreement was ratified by DCSMEC unit members on November 10, 2016.

Copies of the Tentative Agreement and the 2017 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 2016-2017 Tentative Agreement Addendum to the DCSMEC labor contract effective July 1, 2015 through June 30, 2018, and the 2017 Employee Benefit Program MOU with DCSMEC.