

Office of Superintendent of Schools
Board Meeting of November 15, 2017

November 14, 2017

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

**SUBJECT: RATIFICATION OF THE 2017-2020 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 April 19, 2017 and reached a Tentative Agreement on October 30, 2017.

The major highlights of the Tentative Agreement are as follows:

- Increases in Health Insurance costs will be absorbed by the Board and a Free Option continues to be available for employees.
- Mid- to late-career teachers will receive a supplement of \$750 or \$1,500.
- Differentiated salary adjustments, effective July 1, 2017, will be provided to Instructional Employees pursuant to the following formula:
 - **Grandfathered: 2.60%** (This group includes teachers on Professional Service Contract, teachers on Continuing Contract, and teachers without evaluation information from 2015-2016).
 - **Performance Pay: Highly Effective, 2.67% and Effective, 2.00%** (This group includes eligible Annual Contract Teachers as determined by Florida Statutes Section 1012.22 with Evaluation results from 2015-2016).
- Educational Support Personnel will receive a 2.0% salary adjustment. Additionally, educational support employees who are at the pay level immediately preceding the maximum will receive a one-time supplement of \$750.

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.

**Good Cause
D-27**

This item does not appear on the published Agenda. There exists good cause to vary from the published Agenda as the agreement with M-DCPS and UTD had not been finalized prior to the publication of the Agenda.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, ratify the 2017-2020 Tentative Agreement Successor Contract with UTD effective July 1, 2017 through June 30, 2020.