

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

**SUBJECT:                    RATIFICATION OF THE 2018-2021 TENTATIVE AGREEMENT  
SUCCESSOR CONTRACT AND THE 2019 EMPLOYEE BENEFIT  
PROGRAM MEMORANDUM OF UNDERSTANDING BETWEEN  
MIAMI-DADE COUNTY PUBLIC SCHOOLS AND THE DADE  
COUNTY SCHOOL ADMINISTRATORS' ASSOCIATION**

**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 Administrators' Association (DCSAA), the parties commenced 2018-2021 Successor Contract negotiations on November 5, 2018 and reached a Tentative Agreement on March 4, 2019.

The major highlights of the Tentative Agreement are as follows:

- Provides salary adjustments effective July 1, 2018.
- 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 DCSAA unit members on March 7, 2019.

Copies of the Tentative Agreement and the 2019 Employee Benefit Program MOU have been 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 agreement with M-DCPS and DCSAA had not been ratified by DCSAA prior to the publication of the Agenda.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida, ratify the 2018-2021 Tentative Agreement Successor Contract with DCSAA effective July 1, 2018 through June 30, 2021, and the 2019 Employee Benefit Program MOU.