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Office of Human Capital Management

**SUBJECT:                    RATIFICATION OF THE 2019-2020 TENTATIVE AGREEMENT ADDENDUM TO THE 2018-2021 LABOR CONTRACT BETWEEN MIAMI-DADE COUNTY PUBLIC SCHOOLS AND THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES, LOCAL 1184**

**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 American Federation of State, County, and Municipal Employees, Local 1184 (AFSCME), the parties commenced 2019-2020 reopener contract negotiations on October 18, 2019 and reached a Tentative Agreement on July 15, 2020.

The major highlights of the Tentative Agreement are as follows:

- Provides salary adjustments of 3% effective July 1, 2019.
- Provides an Employee Benefit Program MOU that offers three healthcare plans, one of which is provided at no cost to employees.

This agreement will be presented to the bargaining unit members for a ratification vote and to the School Board for approval.

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.

As a condition precedent to effectuating the Tentative Agreement, AFSCME must vote to accept the Agreement to complete the negotiations. 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.

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

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida, ratify the 2019-2020 Tentative Agreement Addendum to the AFSCME labor contract effective July 1, 2018 through June 30, 2021, 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 not be effective.

**Good Cause  
D-24**