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Office of Human Capital Management

**SUBJECT:                    RATIFICATION OF THE 2019-2020 TENTATIVE AGREEMENT  
ADDENDUMS TO THE 2018-2021 LABOR CONTRACTS  
BETWEEN MIAMI-DADE COUNTY PUBLIC SCHOOLS AND THE  
DADE COUNTY SCHOOL MAINTENANCE EMPLOYEE  
COMMITTEE AND THE DADE COUNTY SCHOOL  
ADMINISTRATORS' ASSOCIATION AND APPROVE 2019-2020  
COMPENSATION ADJUSTMENTS FOR MANAGERIAL EXEMPT  
PERSONNEL AND CONFIDENTIAL EXEMPT PERSONNEL**

**COMMITTEE:                PERSONNEL, STUDENT, SCHOOL AND COMMUNITY SUPPORT**

**LINK TO STRATEGIC  
BLUEPRINT:                HIGHLY EFFECTIVE TEACHERS, LEADERS AND STAFF**

Pursuant to the labor contracts between Miami-Dade County Public Schools and the Dade County School Maintenance Employee Committee (DCSMEC) and the Dade County School Administrators' Association (DCSAA), the parties commenced 2019-2020 reopener contract negotiations on October 16, 2019 and October 11, 2019 and reached Tentative Agreements on July 23, 2020 and July 21, 2020, respectively.

The major highlights of the Tentative Agreements are as follows:

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

If ratified by the DCSMEC and DCSAA bargaining unit members on August 4, 2020 and August 6, 2020 respectively, the Tentative Agreements will be presented to the Board for approval at its August 12, 2020 meeting.

Copies of the Tentative Agreements were previously forwarded to Board Members and were placed on file in the Citizen Information Center and the Board Recording Secretary's Office.

Additionally, pursuant to Board Policy 1120.01, Managerial Exempt Personnel (MEP) and 4120.01, Confidential Exempt Personnel (CEP) Classification Plan, compensation adjustments must be approved by the Board. Recognizing the work of our MEP and CEP employees, it is recommended that eligible MEP and CEP receive compensation adjustments of 3.0%.

**D-22**

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida:

1. Ratify the 2019-2020 Tentative Agreement Addendum to the DCSMEC labor contract effective July 1, 2018 through June 30, 2021, if ratified by DCSMEC unit members.
2. Approve a compensation adjustment of 3.0% for eligible CEP employees, and adjust the salary range accordingly, effective July 1, 2019.
3. Ratify the 2019-2020 Tentative Agreement Addendum with DCSAA effective July 1, 2018 through June 30, 2021, if ratified by DCSAA unit members.
4. Approve a compensation adjustment of 3.0% for eligible MEP employees effective July 1, 2019.