

**M-DCPS / DCSMEC
LETTER OF UNDERSTANDING**

Representatives of Miami-Dade County Public Schools (M-DCPS) and the Dade County Schools Maintenance Employee Committee (DCSMEC) have met to discuss a plan for addressing projected budgetary shortfalls. This Letter of Understanding (LOU) confirms the collaborative agreement between the parties for bargaining unit employees in the classifications of Microsystems Technicians and Computer Specialists.

- All employees in the job classifications of Microsystems Technicians and Computer Specialists will be subject to layoff effective June 30, 2011. (The last day of the 2010 – 2011 work year for these employees is June 17, 2011.)
- ITS will advertise, interview and rehire approximately 200 employees from the pool of Microsystems Technicians and Computer Specialists subject to the layoff, for employment as a Temporary Network Infrastructure Support Technician (NIST), effective July 1, 2011, barring any extraordinary circumstances.
- A recall list will be maintained for Microsystems Technicians and Computer Specialists positions for a period of one year. Should NIST positions be available to fill, those employees on the Microsystems Technician and Computer Specialist recall list are eligible to apply.
- There will be no bumping to other DCSMEC positions.
- Employees rehired in a NIST position will be able to use previously accrued sick and/or vacation leave, if there is an available balance.
- Payment of accrued sick and/or vacation leave for employees that are not rehired will be processed pursuant to the terminal pay provisions of the M-DCPS/DCSMEC contract, on or before September 1, 2011.
- Employees participating in the Defer Pay Plan Option will receive a lump sum payment of the remaining balance within sixty (60) days of separation or upon reemployment into a NIST position.
- Rehired employees will have their job classification seniority date effective at the date of rehire into the NIST position, however overall DCSMEC seniority shall continue if the employee is rehired within 30 days of layoff.
- Provisions of Article IX, Section 18, Temporary Employment are applicable with the exception that the rehired Temporary Employees may use accrued sick and vacation leave during the probationary period.
- The parties agree to review job and pay equity relating to the positions currently classified as Computer Technicians and the Network Data Communication Specialist job family.
- This LOU shall not be subject to the grievance and/or arbitration process.

Provisions of this LOU will be effective April 14, 2011. The parties will meet as needed to discuss issues or concerns, including available funding, regarding this Letter of Understanding.

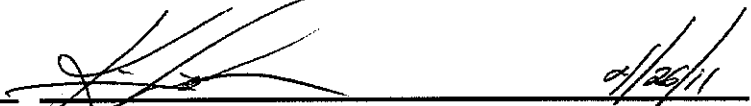
MIAMI-DADE COUNTY PUBLIC SCHOOLS

**DADE COUNTY SCHOOLS MAINTENANCE
EMPLOYEE COMMITTEE**



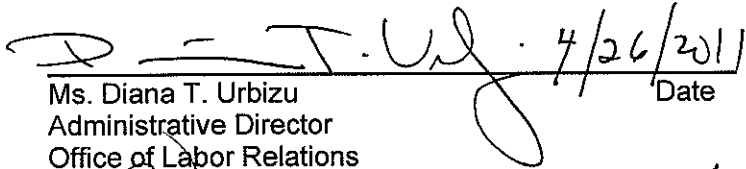
Ms. Debbie Karcher
Chief Information Officer
Information Technology Services

Date




Mr. Keith Love
Chief Negotiator and Business Agent

Date



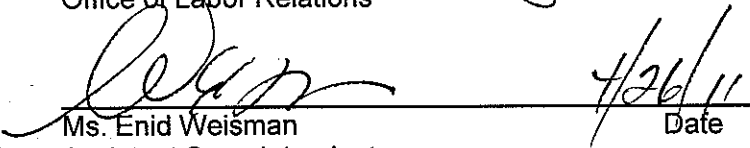
Ms. Diana T. Urbizu
Administrative Director
Office of Labor Relations

Date



Mr. Joseph A. Cortese
Assistant Business Agent

Date



Ms. Enid Weisman
Assistant Superintendent
Office of Human Resources, Recruiting, Performance
Management and Labor Relations

Date