

**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. The plan addresses the methods, means, and number of personnel needed for carrying out the School Board's mission for the 2011-2012 fiscal year. This Letter of Understanding (LOU) confirms the collaborative agreement between the parties for bargaining unit employees assigned to the Office of Facilities Operations, as follows:

- The compensation for DCSMEC bargaining unit employees assigned to the Office of Facilities Operations must be reduced by \$5 Million, the equivalent in full-time positions, or an equivalent combination of reductions in compensation and full-time positions.
- In accordance with contractual provisions regarding Classification Plan and Policies, employees identified for a reduction-in-force will be placed in a position at the rate of pay of a temporary position in lieu of layoff.
- The affected employees will be paid at a rate which is 80% of the journeyman salary. For purposes of this LOU, only the wage provisions for Temporary Employment shall be applicable.
- Employees paid at the 80% rate may be eligible for reassignment to a vacant comparable position, paid at the 100% rate, in accordance with contract provisions regarding seniority.
- Employees paid at the 80% rate as a result of this LOU, shall be exempt from further pay reductions, furloughs, etc. that may be required for DCSMEC bargaining unit employees during the 2011-2012 fiscal year.
- This LOU shall not be subject to the grievance and/or arbitration process.

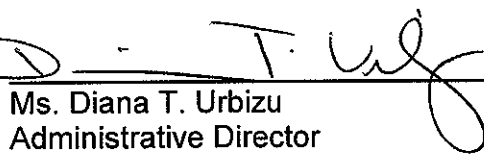
Provisions of this LOU will be in effect for the 2011-2012 fiscal year. The parties will meet prior to the conclusion of the 2011-2012 fiscal year to discuss available funding and other issues or concerns regarding this Letter of Understanding.

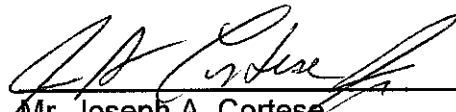
**MIAMI-DADE COUNTY PUBLIC SCHOOLS**

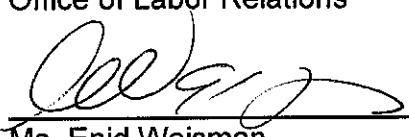
**DADE COUNTY SCHOOLS MAINTENANCE  
EMPLOYEE COMMITTEE**

  
\_\_\_\_\_  
Mr. Jaime Torrens  
Chief Facilities Officer  
Office of School Facilities  
4/20/11  
Date

  
\_\_\_\_\_  
Mr. Keith Love  
Chief Negotiator and Business Agent  
4/20/11  
Date

  
\_\_\_\_\_  
Ms. Diana T. Urbizu  
Administrative Director  
Office of Labor Relations  
4/20/11  
Date

  
\_\_\_\_\_  
Mr. Joseph A. Cortese  
Assistant Business Agent  
4/20/2011  
Date

  
\_\_\_\_\_  
Ms. Enid Weisman  
Assistant Superintendent  
Office of Human Resources, Recruiting,  
Performance Management and Labor Relations  
4/20/11  
Date