

Dear Brothers and Sisters:

I am very pleased to announce that beyond my wildest expectations, the DCSMEC Negotiation Team and the District have tentatively agreed to a three year contract with a 2.25% wage increase for the 2012/2013 fiscal year. There will be re-openers for wages, conditions and health insurance for the subsequent two years. We have also reached an agreement for a health insurance package which we feel is reasonable considering the large increase in health insurance use and cost over the last year. There will be more information forthcoming about the insurance options as well as instructions and dates for enrollment. The new health insurance package is scheduled to begin (on schedule) on January 1, 2013.

The tentative wage increase will go into effect on December 21, 2012; (if ratified). This is the same timetable for the implementation of the tentative wage increase and the same health insurance package that has already been ratified by the United Teachers of Dade (UTD). In addition to the tentative wage increase there is also a proposal that clarifies Winter Recess Holiday leave in regard to employees who work a four day/ten hour shift. For employees on an 8 hour shift this will have no effect.

The wage "Tentative Agreement" and insurance package are posted on this website for your review. We will also have Union Officers available at the Maintenance Centers and the IT warehouse on Thursday, November 29 from 2:00pm to 3:30pm for questions and answers regarding this tentative agreement (please see list of officers and schedules).

The Ratification vote will be held on Monday, December 3, 2012; from 7:00am to 3:30pm at the Maintenance Centers and IT warehouse. We encourage you to examine the tentative agreement, ask questions and make an informed decision.

Fraternally,  
Joe Cortese  
Business Manager

*November 28, 2012*

**VOTING HOURS WILL BE FROM 7:30AM – 3:30PM**

**On Monday, December 3, 2012**

**Voting Committee:**

- MSC 1 & 2 Gary Sneesby, Brent Goins and Howard Horne  
MSC 3 Santiago Gomez and Mike Dickmann  
MSC4 Martin Atorresagasti and Luis Pla  
MSC 5 Don Waugh and Eric Morgan  
MSC 6 Eric McAllister and Tom Brown

**ITS WAREHOUSE:**

Michael Phillips and Dennis Angel

The following officers will be at work locations on **Thursday, November 29, 2012** from **2:00pm – 3:30pm** for questions and answers.

- MSC 1 Howard Horne and Gary Sneesby  
MSC 2 Art Bowra and Brent Goins  
MSC 3 David Sears and Santiago Gomez  
MSC 4 Martin Atorresagasti and Luis Pla  
MSC 5 Don Waugh and Eric Morgan  
MSC 6 Don Anderson and Tom Brown  
ITS Joe Cortese



M-DCPS PROPOSAL #1 Revised 2 (DCSMEC)

ARTICLE XIII-SALARY

- B. The HO and H1 salary schedules will ~~continue at the same pay rates effective~~ be improved by 2.25% effective December 25, 2009 December 21, 2012. ~~The M1 Salary Schedule will continue at the same pay rates effective July 1, 2010.~~

R. Martin 11/27/2012

J.H. 11/27/12

M-DCPS PROPOSAL #2 REVISED (DCSMEC)

ARTICLE XII- LEAVES, VACATIONS, AND HOLIDAYS

Section 13. Holidays

- C. When, for those employees on a four-day work week, a holiday falls on a day which is not part of the employee's regular four-day work week, the holiday shall be observed on the preceding workday, except for holidays falling on Sunday (which will be observed on the first workday following the holiday). This provision will not be applicable during the Winter Recess period.

Tomanters 11/27/2012  
JH 11/27/2012

## ARTICLE XVIII -- RATIFICATION AND FINAL DISPOSITION

- A. This Contract shall not be binding upon the parties until:
1. Such contract has been submitted to the employees of the bargaining unit and has been approved by a majority of those employees voting; and,
  2. Such contract has been submitted to and ratified by the employer at a regularly-scheduled public meeting.
- B. In the event that the Florida Public Employees Relations Commission withdraws, suspends or revokes, or otherwise terminates certification of the DCSMEC as the bargaining agent for the employees within the defined unit, this Contract shall be null and void.
- C. In the event any administrative directive and the terms of the agreement are in conflict, the terms of this Agreement shall prevail.
- D. The terms of this Contract provide:

~~The wage agreement, effective July 1, 2010, shall continue until midnight, June 30, 2012, as outlined in Article XIII.~~

The terms and conditions of employment, effective July 1, ~~2009~~ 2012, shall continue until midnight, June 30, ~~2012~~ 2015.

By service of written notice on the other party, prior to April 1, the wage, health insurance provisions, and two articles/appendices shall be reopened for each subsequent year.

- E. In the event that the percentage increase/decrease of funding per weighted FTE student provided by the Florida Legislature within the Florida Education Finance Program (FEFP) or the equivalent in discretionary funds or spending flexibility plus discretionary local operating millage and discretionary lottery funds in its Appropriations Act for ~~2011-2012~~ 2012-2013, 2013-2014, or 2014-2015 is inadequate to fund the economic provisions of this Agreement for the ~~2011-2012~~ 2012-2013, 2013-2014, or 2014-2015 fiscal years, DCSMEC agrees to renegotiate the economic provisions of this Agreement for the ~~2011-2012~~ applicable fiscal year, if requested by the School Board. During such negotiations, unit employees would continue to be governed by the current economic agreement. These provisions are not subject to the grievance/arbitration procedure or to litigation in any court or tribunal.

*P. Maty, 11/27/2012*  
*J. B. (at) 11/27/2012*

This Contract shall continue in full force and effect until midnight, June 30, 2012 2015.

DATED at Miami, Florida, this 15<sup>th</sup> 5<sup>th</sup> day of ~~February~~ December, 2012.

**THE SCHOOL BOARD OF  
MIAMI-DADE COUNTY, FLORIDA**

**DADE COUNTY SCHOOL  
MAINTENANCE EMPLOYEE  
COMMITTEE**

\_\_\_\_\_  
Ms. Perla Tabares Hantman                      Date  
Chair

\_\_\_\_\_  
Mr. Don Waugh                                      Date  
President

\_\_\_\_\_  
Dr. Martin Karp                                      Date  
Vice Chair

\_\_\_\_\_  
Mr. Joseph A. Cortese, Jr.                      Date  
Business Representative/  
Chief Negotiator

\_\_\_\_\_  
Mr. Alberto M. Carvalho                      Date  
Superintendent of Schools

APPROVED AS TO FORM AND LEGAL  
SUFFICIENCY

\_\_\_\_\_  
Mr. Walter J. Harvey                              Date  
School Board Attorney

*Perla Tabares Hantman* 11/27/2012  
*J.A. Cortese, Jr.* 11/27/2012

**MEMORANDUM OF UNDERSTANDING  
2013 HEALTH INSURANCE PLAN**

Pursuant to Article XV, Section A of the Labor Contract between Miami-Dade County Public Schools (M-DCPS) and the Dade County School Maintenance Employee Committee (DCSMEC), the parties have met through a number of collective bargaining sessions and have agreed to the health insurance plan contained in this Memorandum of Understanding (MOU) and as outlined in the attached 2013 Plan Design which includes Healthcare monthly premiums, contributions and subsidies and 2013 plan design changes effective January 1, 2013. This MOU addresses health insurance plan design, including levels of benefits and employer contribution levels.

1. M-DCPS and DCSMEC agree to the attached 2013 Plan Design and employer contribution levels for calendar year 2013.
2. M-DCPS and DCSMEC agree that the 2013 Plan Design Changes and employer contribution levels will be effective January 1, 2013 through December 31, 2013.
3. M-DCPS and DCSMEC agree that in keeping with healthcare wellness initiatives, District employees will be encouraged to obtain baseline medical data from their own physician through the completion of an annual physical or access to biometric screenings no later than December 31, 2013. The healthcare subcommittee will recommend educational programs to encourage employees to complete the online Health Risk Assessment (HRA) in order for the individual employee to obtain feedback on their health needs. All collected medical data will be in accordance with the Federal HIPAA laws protecting the integrity of personal medical data.
4. M-DCPS and DCSMEC agree that M-DCPS shall continue to maintain its current "opt out" feature at \$100.00 per month, based upon certification of other healthcare coverage.
5. M-DCPS and DCSMEC agree to continue providing a debit card for use with the medical flexible spending account at no charge to the employee.
6. Employees who choose dependent coverage will enroll eligible dependents in the healthcare selection in which the employee is enrolled.
7. Employees who choose dependent coverage will have payroll deductions for such coverage as outlined in the attached Healthcare Monthly Premiums, Contributions and Subsidies chart effective January 1, 2013.
8. Employees will continue to be eligible for Group Term Life Insurance and Flexible Benefits as approved by the School Board on November 21, 2012 in Agenda Item E-66.

*Ben Montoya* 11/27/2012  
*Bob Corbett* 11/27/2012



**MIAMI-DADE COUNTY PUBLIC SCHOOLS**  
**Healthcare Monthly Premiums, Contributions and Subsidies**  
**Effective January 1, 2013**

EMPLOYEE SALARY BANDS	OAP10			OAP20		
	MONTHLY PREMIUM	EMPLOYEE PAYS	BOARD PAYS	MONTHLY PREMIUM	EMPLOYEE PAYS	BOARD PAYS
<b>Salary Band 1 (Under \$25K)</b>						
Employee Only	626	92	534	576	0	576
Emp & Spouse	1,513	250	1,263	1,391	145	1,246
Emp & Child(ren)	1,251	202	1,049	1,149	104	1,045
Family	2,401	406	1,995	2,206	277	1,929
<b>Salary Band 2 (Over \$25K to \$40K)</b>						
Employee Only	626	122	504	576	0	576
Emp & Spouse	1,513	332	1,181	1,391	216	1,175
Emp & Child(ren)	1,251	268	983	1,149	163	986
Family	2,401	540	1,861	2,206	392	1,814
<b>Salary Band 3 (Over \$40K to \$55K)</b>						
Employee Only	626	140	486	576	0	576
Emp & Spouse	1,513	472	1,041	1,391	339	1,052
Emp & Child(ren)	1,251	385	866	1,149	265	884
Family	2,401	728	1,673	2,206	554	1,652
<b>Salary Band 4 (Over \$55K to \$85K)</b>						
Employee Only	626	158	468	576	0	576
Emp & Spouse	1,513	533	980	1,391	392	999
Emp & Child(ren)	1,251	436	815	1,149	308	841
Family	2,401	822	1,579	2,206	636	1,570
<b>Salary Band 5 (Over \$85K)</b>						
Employee Only	626	177	449	576	0	576
Emp & Spouse	1,513	594	919	1,391	445	946
Emp & Child(ren)	1,251	485	766	1,149	352	797
Family	2,401	917	1,484	2,206	717	1,489

**Plan Design:**

**Beginning January 1, 2013:**

- Maintain maximum out-of-pocket at 2012 level
- Increase deductible by \$250/employee/\$500 family (both plans)
- Increase PCP office visit co-pay by \$5
- Increase coinsurance by 10% (in and out of network) on both plans
- Decrease convenience care co-pay by \$10
- Decrease Office visit co-pays for physical, speech and occupational therapies by \$20

**Contributions:**

**Proposed employee contribution increases beginning January 1, 2013:**

- OAP10 EE Only: Average 9% Increase
- OAP10 Dependent Tiers: Average 20% Increase
- OAP20 EE Only: No Contributions
- OAP20 Dependent Tiers: Average 3.3% Increase
- Retirees: Retirees pay full cost of revised plan design offerings

*Permanente*  
 11/27/2012  
*John Collins* 11/27/2012

9. This MOU is incorporated into the parties' current Collective Bargaining Agreement and is subject to the grievance and arbitration provisions therein.

DATED at Miami, Florida, this 5<sup>th</sup> day of December, 2012.

**THE SCHOOL BOARD OF  
MIAMI-DADE COUNTY, FLORIDA**

**DADE COUNTY SCHOOL  
MAINTENANCE EMPLOYEE  
COMMITTEE**

\_\_\_\_\_  
Ms. Perla Tabares Hantman      Date  
Chair

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Business Representative/  
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Mr. Alberto M. Carvalho      Date  
Superintendent of Schools

APPROVED AS TO FORM AND LEGAL  
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\_\_\_\_\_  
Mr. Walter J. Harvey      Date  
School Board Attorney

*JAC* 11/27/12  
*Master* 11/27/2012