

TENTATIVE AGREEMENT

2023-2024 Addendum to the

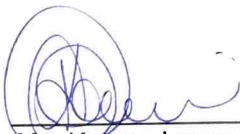
DCSMEC

CONTRACT

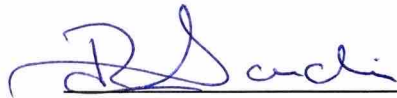
between

MIAMI-DADE COUNTY PUBLIC SCHOOLS
and
**DADE COUNTY SCHOOL MAINTENANCE
EMPLOYEE COMMITTEE**

Effective July 1, 2023 through June 30, 2024



Ms. Katyna Lopez-Martin
Administrative Director
Office of Labor Relations



Mr. Rolando Sardiñas
Business Representative
Chief Negotiator
Dade County School Maintenance
Employee Committee

9/28/23

Date

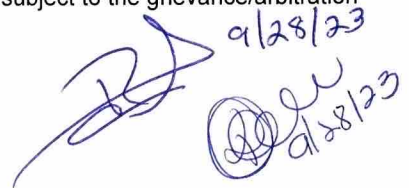
ARTICLE XVIII -- RATIFICATION AND FINAL DISPOSITION

- 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 terms and conditions of employment, effective July 1, 2023, shall continue until midnight, June 30, 2024, except as specifically set forth in this agreement.

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. If mutually agreed upon by the parties, other articles/appendices may be reopened for each subsequent fiscal 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 is inadequate to fund the economic provisions of this Agreement for the fiscal years, DCSMEC agrees to renegotiate the economic provisions of this Agreement for the 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.



Handwritten signatures and dates: 9/28/23, 9/28/23

This Contract shall continue in full force and effect until midnight, June 30, 2024.

DATED at Miami, Florida, this ____ day of October 2023.

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

**DADE COUNTY SCHOOL
MAINTENANCE EMPLOYEE
COMMITTEE**

Ms. Mari Tere Rojas Date
Chair

Mr. Howard Horne Date
President

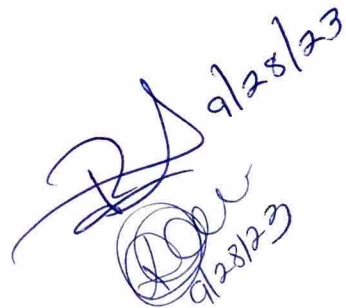
Mr. Danny Espino Date
Vice Chair

Mr. Rolando Sardiñas Date
Business Representative/
Chief Negotiator

Dr. Jose L. Dotres Date
Superintendent of Schools

**APPROVED AS TO FORM AND LEGAL
SUFFICIENCY**

Mr. Walter J. Harvey Date
General Counsel

Handwritten signature and date 9/28/23.

**M-DCPS / DCSMEC Financial Proposal
Negotiations 2023
September 28, 2023**

ARTICLE XIII – SALARY

B. The H0, H1, and H2 Salary Schedules

1. Effective July 1, 2023, eligible full-time employees on the H0, H1, H2 salary schedules will receive a 4.0 % adjustment to base salary.
2. In order to address the demands of the labor market and prevailing needs, effective July 1, 2023, eligible employees on the H2 Salary Schedule will receive an additional 3% adjustment to base salary.



9/28/23
9/28/23

**M-DCPS Proposal #3
Counter to DCSMEC Proposal #6
Negotiations 2023
September 28, 2023**

ARTICLE XIII – SALARY

J. ~~ESSER-funded~~ Contractor License Incentive Pay

Given the impending passage of the Infrastructure Bill, the importance of maintaining the operation of and continuity of services, and the need to continue to employee existing staff, MDCPS recognizes the retention opportunity in incentivizing DCSMEC employees who attain or maintain an official Comp TIA IT Fundamentals Certification or an official State of Florida or County Contractor License in any of the DCSMEC trades. Therefore, DCSMEC bargaining unit members who attain or have obtained and retain a CompTIA IT Fundamentals certification or an official State of Florida or County Contractor License in the DCSMEC trades will be awarded a \$200 license incentive pay supplement beginning 2024-2025, ~~during each of the following years only, 2021-2022, 2022-2023 and 2023-2024.~~ M-DCPS will pay this supplement to the first 50 ~~425~~ DCSMEC members who present documentation that they possess a CompTIA IT Fundamentals Certificate or Contractor's license in one of the DCSMEC trades. This supplement shall be subject to further negotiations thereafter.


9/28/23

9/28/23

DSCMEC Proposal #4
DCSMEC Negotiations proposal 2023/2024

ARTICLE XII -- LEAVES, VACATIONS, AND HOLIDAYS

- D. The supervising administrator may release an employee for up to two hours for the purpose of medical and/or dental appointments. The employee may be required by the supervising administrator to provide verification of such appointments. The release must be requested of the supervising administrator at least 24 hours prior to the scheduled appointment. Approval shall not be arbitrarily withheld.

[Handwritten signature] 9/28/23
[Handwritten signature] 9/28/23

**M-DCPS Proposal #2
Counter to DSCMEC Proposal #1
Negotiations 2023
September 28, 2023**

ARTICLE XV -- INSURANCE AND OTHER BENEFITS

G. Education Assistance Fund/Tuition Reimbursement

4. Employees seeking an Associate's or Bachelor's degree shall be eligible for up to ~~nine~~ twelve credits per fiscal year. Reimbursement shall not exceed \$150 per semester hour or the equivalent.

DS 9/28/23
[Signature]
9/28/23