

TENTATIVE AGREEMENT

2025-2026 Addendum to the

DCSMEC

CONTRACT

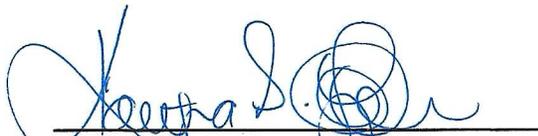
between

MIAMI-DADE COUNTY PUBLIC SCHOOLS

and

**DADE COUNTY SCHOOL MAINTENANCE
EMPLOYEE COMMITTEE**

Effective July 1, 2024 through June 30, 2027



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



Mr. David Sears
Business Representative
Chief Negotiator
Dade County School Maintenance
Employee Committee

November 24, 2025

Date

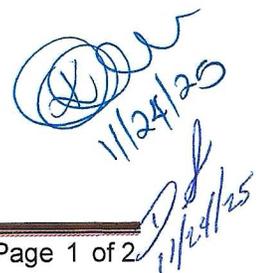
ARTICLE XVIII -- RATIFICATION AND FINAL DISPOSITION

- 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, 2025, shall continue until midnight, June 30, 2027, 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 signature and date: 11/24/20 and 11/24/25

M-DCPS PROPOSAL #1
Counter to DCSMEC Proposal #4

ARTICLE XIII - SALARY

November 24, 2025

ARTICLE XIII – SALARY

B. The H0, H1 and H2 Salary Schedules

The H0, H1, and H2 salary schedules will be improved by 2.25% effective July 1, 2025.


11/24/25

11/24/25

DCSMEC PROPOSAL #2

DCSMEC Negotiations proposal 2025/2026

Each employee with ~~20~~ 5 or more years of experience in the construction/maintenance trades (as determined by M-DCPS) shall, at his/her request, receive an annual Board-paid chest X-ray by a certified Class B radiologist to screen for asbestos-related diseases.

Handwritten signature and dates: 11/24/25 and 1/24/25

M-DCPS PROPOSAL #2

ARTICLE XV -- INSURANCE AND OTHER BENEFITS

November 24, 2025

G. Education Assistance Fund/Tuition Reimbursement

The Board agrees to provide tuition reimbursement to employees for courses completed at local accredited institutions of higher learning or post-secondary/vocational/technical centers under the following conditions:

1. The total reimbursement program shall not exceed \$15,000 per fiscal year and will be awarded to employees on a first-come, first-serve basis.
2. To be eligible for tuition reimbursement, courses must be a part of a formal program leading to a diploma, certificate, an Associate or Bachelor's degree and must strengthen job skills and improve effectiveness in performance of the employee's duties.
3. Prior approval by the responsible Bureau head or designee.
4. Employees seeking an Associate's or Bachelor's degree shall be eligible for up to twelve credits per fiscal year. Reimbursement shall not exceed \$150 per semester hour or the equivalent.

ARTICLE XV (cont.)

5. To obtain tuition reimbursement, the employee shall submit to Compensation Administration:
 - (a) the official transcript (with raised seal) indicating successful completion of the course(s) and the credits earned; and,
 - (b) verification from the college or university of the tuition paid.
6. Request for tuition reimbursement must be submitted no later than ~~three~~ six months after the term/semester during which the course was completed, or upon certification completion.

Handwritten signature and date: 11/24/25

M-DCPS PROPOSAL #3

Counter to DCSMEC Proposal #3

ARTICLE XV -- INSURANCE AND OTHER BENEFITS

November 24, 2025

C. Each foreperson classification shall be eight (8) percent above the salary of the corresponding journeyperson classification, except for Network Infrastructure Support Technician Foreperson, Network and Data Services Foreperson, Area General Foreperson, Trades Support Foreperson and project Specialist Foreperson.

Effective July 1, ~~2021~~ 2025, employees in the foreperson classification except for Network Infrastructure Support Technician Foreperson, Network and Data Services Foreperson, Area General Foreperson, Trades Support Foreperson and Project Specialist Foreperson) shall receive an additional non-recurring supplement that equals two (2) percent of the corresponding journeyperson's salary for the 2025-2026 school year only. ~~for 2021, 2022, 2023, 2024.~~

Effective July 1, ~~2024~~ 2025, Network Infrastructure Support Technician Foreperson, Network and Data Services Forepersons, Area General Forepersons, Trades Support Foreperson and Project Specialist Forepersons shall receive a non-recurring ~~3~~ two (2) percent supplement for the 2025-2026 school year only .~~for 2021, 2022, 2023, 2024.~~

These supplements will be subject to negotiation thereafter.

Handwritten signature and date in blue ink. The signature is a stylized 'D' with a circle around it. Below it is the date '11/24/25' and another date '11/24/2025'.