TENTATIVE AGREEMENT

2026-2027 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

Dr. Derick R. McKoy
Administrative Director
Office of Labor Relations

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

November 5, 2026
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, 2026, 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, 2027, 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.

D 11/5/26
DM 11/5/26

This Contract shall continue in full force and effect until midnight, June 30, 2027.

DATED at Miami, Florida, this 5th day of November 2026.

THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA

Ms. Maria Teresa Rojas — Date
Chair

Ms. Monica Colucci — Date
Vice Chair

Mr. Rafael A. Villalobos — Date
Superintendent of Schools

APPROVED AS TO FORM AND LEGAL SUFFICIENCY

Mr. Walter J. Harvey — Date
General Counsel

DADE COUNTY SCHOOL MAINTENANCE EMPLOYEE COMMITTEE

Mr. Howard E. Horne — Date
President

Mr. David Sears — Date
Business Representative/Chief Negotiator

DM 11/5/26
D.S 11/5/26

M-DCPS/DCSMEC 2026-2027 Negotiations

M-DCPS Counter to DCSMEC PROPOSAL # 1 (REVISED)

November 5, 2026

ARTICLE IX (cont.)

Section 5. School Closings – Emergency Conditions

2. When call-back is necessary during emergency conditions which result in school closings, as determined by the Superintendent, or when the Superintendent of Schools or his/her designee gives the orders to prepare or open school shelters because of an imminent emergency, the unit members who are called back shall be compensated at an established rate of two times straight time rate of pay for the call-back time worked, including hours in excess of the normal 40-hour week. Should the call-back time fall on a holiday, unit members who are called back shall be compensated at two and one-half times the straight-time rate of pay. Notification for call-back shall be through personal contact, telephone contact, and/or email. Full-time employees released from reporting to work shall be compensated at their straight-time rate of pay. Full-time employees who fail to report to work after a call-back shall not be compensated for the days schools are closed due to the emergency condition except when the failure to report is authorized.

3. **Continuous Shelter Operations**

When the Superintendent activates an emergency shelter as part of an emergency or disaster response, employees may be assigned to schedules necessary to provide continuous coverage of the shelter on a twenty-four (24) hour basis. Employees assigned by the District to staff at an emergency shelter, during a declared emergency, shall be compensated for twenty-four (24) consecutive hours for each twenty-four (24) hour period that the employee is required to remain on-site. Employees assigned to shelter duty who are required to remain at the shelter overnight, sleep on-site, and remain available for work assignments shall be considered in continuous duty status for the duration of the assignment and shall receive compensation for all hours of their standby status at the shelter.

4. **Disaster Reimbursement**

The parties acknowledge that compensation provided under this Section is established as a term and condition of employment and is not contingent upon the availability or receipt of federal reimbursement.

DM 11/5/26

DA 11/5/26

M-DCPS COUNTER to DCSMEC PROPOSALS #3 and #4
M-DCPS/DCSMEC Negotiations 2026-2027
November 5, 2026

ARTICLE XIII – SALARY

B. The HO, H1 and H2 Salary Schedules

Effective July 1, 2026, eligible employees on the HO, H1, and H2 salary schedules shall receive a 1.5% salary increase to their base salary.

During the ratification of the 2015-2018 Successor Contract, the parties established the H2 Salary Schedule Pilot Program. The parties agree to establish a joint committee to explore and address market rates and conditions, which impact the current HO, H1, and H2 Salary Schedule. The committee will be comprised of a minimum of three (3) representatives from M-DCPS and a minimum of three (3) representatives from the Union. The committee will have its first meeting within thirty (30) days of ratification of this agreement. The committee will share their recommendations with the Superintendent and the DCSMEC Business Representative by January 30, 2027.

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DCSMEC PROPOSAL # 5

NOVEMBER 5, 2026

The parties agree to establish a joint committee to review the insurance salary bands. The committee will be comprised of a minimum (3) representatives from M- DCPS and a minimum of (3) representatives from DCSMEC. The committee will meet prior to the next scheduled insurance subcommittee meeting. The committee will share their recommendations with the Superintendent or assigned.

DM 11/5/26

DL 11/5/26

DCSMEC PROPOSAL # 6

NOVEMBER 5, 2026

The parties agree to establish a joint committee to review the Tool Allowance. The committee will be comprised of a minimum (3) representatives from M- DCPS and a minimum of (3) representatives from DCSMEC. The committee will meet within 30 calendar days of ratification of this agreement. The committee will share their recommendations with the Superintendent or assigned within 60 calendar days of ratification.

DM 11/5/26

DR 11/5/26

M-DCPS COUNTER to DCSMEC PROPOSALS #7
M-DCPS/DCSMEC Negotiations 2026-2027
November 5, 2026

~~Article [AA] – Child Care Program Fee-Reduction~~

~~Section XYZ: Child Care Support for DCSMEC Bargaining Unit Employees~~

~~To support work-life balance and reduce the financial burden on employees with dependent children, Miami-Dade County Public Schools (M-DCPS) agrees to provide a 100% fee-reduction for Before School Care (BSC), After School Care (ASC), and or Summer Care programs for all children of employees of the DCSMEC bargaining unit who are enrolled in M-DCPS schools.~~

~~In addition this, would encourage employees whose children are enrolled with alternative education providers to transition into the M-DCPS system.~~

Article IX – Working Conditions

Section 21. Employee Assistance Program/Work-Life Balance

The parties agree to establish a joint committee to explore the feasibility of implementing an employee childcare program. The committee will be comprised of a minimum (3) representatives from M- DCPS and a minimum of (3) representatives from DCSMEC. The committee will meet within 30 calendar days of ratification of this agreement. The committee will share their recommendations with the Superintendent or his designee within 60 calendar days of ratification.

DM 11/5/26
DA 11/5/26