

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

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M-DCPS PROPOSAL #1 (REVISED)

APPENDIX E – RULES AND REGULATIONS GOVERNING SALARY SCHEDULES,
SUPPLEMENTS, AND VARSITY ATHLETICS

1a

SALARY PROPOSAL

Provide all eligible UTD teachers with one step on the salary schedule. Revise the AO/CO 10 month salary schedule to reflect a starting salary of \$40,000. The teachers at the top step of the AO/CO salary schedule will receive a \$1,000 salary improvement. All other members of the bargaining unit will receive a salary improvement of 2.25%. All improvements are effective December 21, 2012.

PTJ 11/8/12
11/8/12 Ka

APPENDIX E

Section 3. Salary Schedule

2012-2013 - AO Salary Schedule - 10-Month
Effective December 21, 2012

Step	
1	38,500 <u>40,000</u>
2	38,750 <u>40,000</u>
3	39,000 <u>40,000</u>
4	40,000
5	40,300
6	40,602
7	40,907
8	41,214
9	41,523
10	41,834
11	42,148
12	42,464
13	42,782
14	***
15	47,000

17	50,300

19	53,100
20	54,350
21	58,350
22	68,225 <u>69,225</u>

J. [Signature] 11/8/12
11/8/12 ka

M-DCPS PROPOSAL #5 (REVISED)

ARTICLE XIII – EVALUATIONS

Section 5. Annual Contracts

For all teachers not holding a Professional Service Contract (PSC) or a Continuing Contract (CC):

The rating of developing is an acceptable rating during the first three years of employment. Appropriate professional support and assistance per the IPEGS manual will be provided.

Employees who complete their probationary year rated as effective or highly effective shall have their annual contract renewed.

Employees who complete the second year rated as effective or highly effective shall have their annual contract renewed.

After three years, employees who have maintained a rating of effective or highly effective for two out of three years shall have their annual contract renewed.

Notwithstanding any provision in this article, annual contract employees, irrespective of any evaluation process or rating, shall remain subject to non-reappointment actions for a period of three years from date of hire as outlined in the OPS Procedures Manual.

J. [Signature] 11/8/12
11/8/12 [Signature]

UTD PROPOSAL / November 8, 2012

ARTICLE XXVIII -- RATIFICATION AND FINAL DISPOSITION

The terms of this Contract are for three years, provided:

1. The terms and conditions of this agreement, effective July 1, 2012, shall continue until midnight, June 30, 2015.
2. By service of written notice on the other party, prior to April 1, the wage and health insurance provisions and two articles/appendices and any other articles related to address the work of the SB736 Joint Subcommittee, shall be reopened for each subsequent fiscal/calendar year except as to year two of this contract whereby notice shall be provided by February, 2013.

JZJ 11/8/12
11/8/12 ka