

TENTATIVE AGREEMENT
2018-2019 ADDENDUM TO THE

UTD

CONTRACT

between

MIAMI-DADE COUNTY PUBLIC SCHOOLS

and

UNITED TEACHERS OF DADE

Effective July 1, 2017 through June 30, 2020

Dawn M. Baglos
Administrative Director
Office of Labor Relations

Karla Hernandez-Mats
President
United Teachers of Dade

Date

Handwritten signature and date: 12/14/18 and 12/11/18 with initials.

ARTICLE XXVIII -- RATIFICATION AND FINAL DISPOSITION

- A. It is agreed and understood that this Contract and each of its provisions shall be effective and constitute a legally binding contract upon approval by the Board and ratification by the members of the bargaining unit represented by the Union, pursuant to Florida Statutes, Section 447.309.
- B. Agreements reached on wages, hours, and terms and conditions of employment, subsequent to the approval and ratification of this Contract, shall be incorporated and added to this Contract as an Addendum.
- C. In the event either party does not ratify this Contract, both parties agree to return to the bargaining table for further negotiations. During such negotiations, unit employees would continue to be governed by the current economic agreement.
- D. The terms of this Contract are for three years, provided:
1. The terms and conditions of this agreement, effective July 1, 2017, shall continue until midnight, June 30, 2020, except as specifically set forth in this agreement.
 2. By service of written notice on the other party, prior to April 1, 2019~~8~~, the wage and health insurance provisions and any other articles as mutually agreed upon shall be reopened for the subsequent fiscal/calendar year.
 3. 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) is inadequate as determined by the School Board, to fund the economic provisions of this Agreement for the ~~2018-2019~~ 2017-2018 fiscal year, UTD agrees to renegotiate the economic provisions of this Agreement for the 2018-2019 ~~2017-2018~~ fiscal year, if requested by the School Board. During such negotiations, unit employees would continue to be governed by the current economic agreement for the applicable fiscal year. These provisions are not subject to the grievance/arbitration procedure or to litigation in any court or tribunal.

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This Contract shall continue in full force and effect until June 30, 2020.

Dated at Miami, Florida, this XX day of XXXXXXXXXXXX, 2018.

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

UNITED TEACHERS OF DADE

Ms. Perla Tabares Hantman Date
Chair

Ms. Karla Hernandez-Mats Date
President

Dr. Martin Karp Date
Vice Chair

Mr. Alberto M. Carvalho Date
Superintendent of Schools

Approved As To Form
and Legal Sufficiency

Mr. Walter J. Harvey Date
School Board Attorney


12/11/18

12/11/18


**MEMORANDUM OF UNDERSTANDING
2019 HEALTH INSURANCE PLAN**

Pursuant to Appendix D, Section 2.A.1. of the Labor Contract between Miami-Dade County Public Schools (M-DCPS) and the United Teachers of Dade (UTD), the parties have met through a number of collective bargaining sessions and agreed to the strategies contained in this Memorandum of Understanding (MOU) including but not limited to the attached 2019 Healthcare monthly premiums, contributions and subsidies effective January 1, 2019.

1. M-DCPS and UTD agree to the attached 2019 Healthcare Monthly Premium Equivalents, Contributions and Subsidies for calendar year 2019. Open Enrollment will begin upon an initialed Tentative Agreement to provide employees an opportunity to select benefits for 2019 prior to winter break. Both parties agree that the attached rates are subject to ratification of both parties. In an absence of ratification, both parties agree that Open Enrollment may need to be conducted again. If employees make changes during the subsequent enrollment, payroll adjustments will be made retroactive to January 1, 2019.
2. For Calendar Year 2019, there will be no changes to employee cost share, and dependent premium to the Cigna LocalPlus Plan, Cigna OAP 20 & Cigna OAP 10 for employees hired prior to January 1, 2018. Additionally, 2018 rates for dependent subsidies and employee cost share will continue to apply for employees hired in a benefits eligible position on or after January 1, 2018.
3. M-DCPS and UTD agree that plan designs for both the Cigna LocalPlus, OAP 10, and OAP 20 plans will remain the same as calendar year 2018.
4. For Calendar Year 2019, following a 90-calendar day waiting period new hires will be eligible for healthcare, life insurance and short term disability. Coverage for new employees, health, life and short term disability would be effective on the 91st day. Additionally, employee-paid benefits will be effective the first of the month following the first payroll deduction.
5. New hires will continue to be enrolled in the Cigna LocalPlus Plan from date of hire through the end of the calendar year and may be able to enroll in a plan of their choice, other than Cigna OAP 10, in the following plan year after satisfying 12 months of continuous employment in a benefits-eligible position.
6. For Calendar Year 2019, the "Spousal Surcharge" will apply if an employee's spouse/domestic partner has coverage available from their own employer and enrolls in a M-DCPS Health Plan. If so, an additional annual surcharge of \$500 will be charged to the employee and deductions will be taken on a per pay basis. At the time of enrollment, the employee will be required to certify whether their dependent's (spouse/domestic partner) employer provides them with medical coverage. If, after the commencement of the plan year, it is determined that the employee has provided incorrect information regarding dependent's (spouse/domestic partner) eligibility for coverage from their employer, the dependent's (spouse/domestic partner) coverage will be terminated on the first of the month following receipt of this information, and the employee will be responsible for any claims incurred as of that date of termination. No further action will be taken by the District.
7. M-DCPS and UTD agree that for the 2019 benefit year, the agreed upon salary band platform, which was implemented in 2016 will remain in place with the benefits salary defined for teachers on the AO Salary Schedule and for the Paraprofessionals/School Support Personnel on the U1 Salary Schedule and for Office Personnel, the UO Salary Schedule. Benefit salaries will be updated every October to meet current salary levels and will be determined for all employees annually on June 30 of each year. The

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benefit salary determines the employee and dependent healthcare premium contributions, as well as life insurance and disability payment levels. Prospectively, the salary band levels will be reviewed for indexing on a cycle of a three-year term, based upon an average of most recently published Consumer Price Index, All Urban Consumers (CPI-U), for the previous three-year period percentage change (December – December).

8. M-DCPS and UTD agree that in keeping with healthcare wellness initiatives, benefit eligible employees will be encouraged to register on www.mycigna.com. Additionally, benefit eligible employees will be encouraged to have an annual physical (preventative) at a physician of their choice and have biometric screenings (blood work) performed in order to complete the online Health Risk Assessment (HRA).
9. M-DCPS and UTD agree that M-DCPS shall continue to maintain its current “opt out” feature at \$100.00 per month, based upon evidence of other group healthcare coverage.
10. M-DCPS and UTD agree to continue providing a debit card for use with the medical flexible spending account (FSA) at no charge to the employee. The maximum amount, which can be put into the FSA is currently \$2,700 per calendar year and is determined annually by the Internal Revenue Service (IRS).
11. Employees who choose dependent coverage will enroll eligible dependents in the healthcare selection in which the employee is enrolled and provide all required documentation for their dependents. Failure to submit required documentation will result in termination of dependent coverage.
12. Employees will continue to be eligible for Group Term Life Insurance and Flexible Benefits as approved by the School Board on October 11, 2017, Agenda Item E-67 with the exception of Davis Vision.
13. M-DCPS will continue its use of Health Care Blue Book (HCBB) as the Transparency Tool application approved by the School Board at its meeting of July 15, 2015, Agenda Item E-66. M-DCPS and UTD will continue to work through the Healthcare Sub-Committee to identify ways to educate employees on use of the HCBB tool in order to maximize the use of the tool to incentivize employees towards the “Green” providers as those with the best quality and lowest facility costs.
14. M-DCPS and UTD agree to conduct Healthcare Sub-Committee meetings to discuss various issues on a quarterly basis. By mutual agreement, the sub-committee meetings may include all other bargaining unit representatives as well as representatives from employee associations and will review subjects including, but not limited to monthly financial dashboard for Fund 711, medical trends, transparency, wellness, etc.
15. M-DCPS and UTD agree to work jointly on healthcare and wellness educational strategies that will be implemented throughout calendar year 2019.
16. This MOU is incorporated into the parties’ current Collective Bargaining Agreement and is subject to the grievance and arbitration provisions therein.
17. This MOU is subject to ratification by members of the UTD bargaining unit and the School Board.


Handwritten signatures and dates in blue ink, including "12/11/18" and "12/11/18".

DATED at Miami, Florida, this ____ day of _____, 2018.

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

UNITED TEACHERS OF DADE

Ms. Perla Tabares Hantman Date
Chair

Ms. Karla Hernandez-Mats Date
President

Dr. Martin Karp Date
Vice Chair

Mr. Alberto M. Carvalho Date
Superintendent of Schools

APPROVED AS TO FORM AND
LEGAL SUFFICIENCY

Mr. Walter J. Harvey Date
School Board Attorney


12/11/18

12/11/18




MIAMI-DADE COUNTY PUBLIC SCHOOLS

2019 Medical Plan Designs

| Benefits | TRIPLE OPTION | | | | | |
|-------------------------------------------------|----------------------------------------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|------------------|
| | OAP20 | | OAP10 | | Local Plus | |
| | In-Network | Out-of-Network | In-Network | Out-of-Network | In-Network | Out-of-Network |
| Deductible (Individual/Family) | \$750/\$1,500 | \$1,500/\$3,000 | \$1,000/\$2,000 | \$2,000/\$4,000 | \$750/\$1,500 | \$1,500/\$3,000 |
| Out of Pocket Max (Ind/Fam) (incl ded. & copay) | \$4,000/\$8,000 | \$8,000/\$16,000 | \$4,500/\$9,000 | \$9,000/\$18,000 | \$4,000/\$8,000 | \$8,000/\$16,000 |
| Coinsurance Max | 30% | 50% | 20% | 50% | 30% | 50% |
| Office Visits | | | | | | |
| Primary Care Physician | \$30 | 50% | \$35 | 50% | \$20 | 50% |
| CCN Specialist | \$50 | 50% | \$55 | 50% | \$50 | 50% |
| Non-CCN Specialist | \$70 | 50% | \$75 | 50% | | |
| Physical, Speech & Occupational Therapies | \$35 | 50% | \$55 | 50% | \$35 | 50% |
| Convenience Care Centers | \$15 | 50% | \$15 | 50% | \$10 | 50% |
| Urgent Care | \$55 | \$55 | \$70 | \$70 | \$55 | \$55 |
| Emergency Room | \$350/\$175 | \$350/\$175 | \$350/\$175 | \$350/\$175 | \$300/\$150 | \$300/\$150 |
| Prescription Drug Benefits | Prescription Drug Benefits (no out-of-network coverage) | | | | | |
| Prescription Drug Deductible (Ind/Fam) | N/A | N/A | N/A | N/A | N/A | N/A |
| Retail Drug Network | | | | | | |
| Generic | \$15 | | \$20 | | \$15 | |
| Brand | \$50 | | \$55 | | \$40 | |
| Non-Preferred Brand | You pay 50% (\$110 min/\$165 max) | You pay 50% (\$110 min/\$165 max) | You pay 50% (\$110 min/\$165 max) | You pay 50% (\$110 min/\$165 max) | You pay 50% (\$100 min/\$150 max) | |
| Mail Order Prescription (90 day supply) | | | | | | |
| Generic Seven Drug Classes ¹ | \$0 | | \$20 | | \$0 | |
| Generic | \$30 | | \$50 | | \$30 | |
| Brand | \$125 | | \$138 | | \$80 | |
| Non-Preferred Brand | You pay 50% (\$275 min/\$413 max) | You pay 50% (\$275 min/\$413 max) | You pay 50% (\$275 min/\$413 max) | You pay 50% (\$275 min/\$413 max) | You pay 50% (\$200 min/\$300 max) | |

¹ 90-Day supply on Seven Drug Classes related to the following conditions: Asthma, Blood Pressure, Blood Thinner, Cholesterol, Diabetes, Osteoporosis, Prenatal Vitamins



MIAMI-DADE COUNTY PUBLIC SCHOOLS

Proposed Healthcare Monthly Premium Equivalents, Contributions and Subsidies

Effective 1/1/2019

2019 Premium Rates for Employees Hired Before 1/1/2018

| EMPLOYEE SALARY BANDS | 2019 Rates | | | | | | | | | | | |
|---------------------------------------------|-----------------|------------|---------------|---------------|-----------------|------------|---------------|---------------|-----------------|------------|---------------|---------------|
| | OAP 10 | | | | OAP 20 | | | | LOCAL PLUS | | | |
| | MONTHLY PREMIUM | BOARD PAYS | EMPLOYEE PAYS | EMPLOYEE PAYS | MONTHLY PREMIUM | BOARD PAYS | EMPLOYEE PAYS | EMPLOYEE PAYS | MONTHLY PREMIUM | BOARD PAYS | EMPLOYEE PAYS | EMPLOYEE PAYS |
| Salary Bands 1 (Under \$35K) | | | | | | | | | | | | |
| Employee Only | \$757 | \$628 | \$129 | \$10 | \$718 | \$708 | \$167 | \$20 | \$717 | \$717 | \$0 | \$0 |
| EE + SP/DP | \$1,826 | \$1,430 | \$396 | \$168 | \$1,734 | \$1,566 | \$542 | \$253 | \$1,732 | \$1,574 | \$158 | \$158 |
| EE + CH | \$1,509 | \$1,192 | \$317 | \$122 | \$1,433 | \$1,311 | \$430 | \$184 | \$1,431 | \$1,320 | \$111 | \$111 |
| EE + Family | \$2,897 | \$2,233 | \$664 | \$326 | \$2,750 | \$2,424 | \$917 | \$485 | \$2,746 | \$2,431 | \$315 | \$315 |
| Spouse/Domestic Partner Surcharge | \$41.67 | \$0.00 | \$41.67 | \$41.67 | \$41.67 | \$0.00 | \$41.67 | \$41.67 | \$41.67 | \$0.00 | \$41.67 | \$41.67 |
| Salary Bands 2 (Over \$35K to \$54K) | | | | | | | | | | | | |
| Employee Only | \$757 | \$590 | \$167 | \$20 | \$718 | \$698 | \$167 | \$20 | \$717 | \$717 | \$0 | \$0 |
| EE + SP/DP | \$1,826 | \$1,284 | \$542 | \$253 | \$1,734 | \$1,481 | \$542 | \$253 | \$1,732 | \$1,500 | \$232 | \$232 |
| EE + CH | \$1,509 | \$1,079 | \$430 | \$184 | \$1,433 | \$1,249 | \$430 | \$184 | \$1,431 | \$1,268 | \$163 | \$163 |
| EE + Family | \$2,897 | \$1,980 | \$917 | \$485 | \$2,750 | \$2,265 | \$917 | \$485 | \$2,746 | \$2,282 | \$464 | \$464 |
| Spouse/Domestic Partner Surcharge | \$41.67 | \$0.00 | \$41.67 | \$41.67 | \$41.67 | \$0.00 | \$41.67 | \$41.67 | \$41.67 | \$0.00 | \$41.67 | \$41.67 |
| Salary Bands 3 (Over \$55K to \$69K) | | | | | | | | | | | | |
| Employee Only | \$757 | \$567 | \$190 | \$30 | \$718 | \$688 | \$190 | \$30 | \$717 | \$717 | \$0 | \$0 |
| EE + SP/DP | \$1,826 | \$1,154 | \$672 | \$402 | \$1,734 | \$1,332 | \$672 | \$402 | \$1,732 | \$1,389 | \$343 | \$343 |
| EE + CH | \$1,509 | \$981 | \$528 | \$292 | \$1,433 | \$1,141 | \$528 | \$292 | \$1,431 | \$1,189 | \$242 | \$242 |
| EE + Family | \$2,897 | \$1,744 | \$1,153 | \$774 | \$2,750 | \$1,976 | \$1,153 | \$774 | \$2,746 | \$2,060 | \$686 | \$686 |
| Spouse/Domestic Partner Surcharge | \$41.67 | \$0.00 | \$41.67 | \$41.67 | \$41.67 | \$0.00 | \$41.67 | \$41.67 | \$41.67 | \$0.00 | \$41.67 | \$41.67 |
| Salary Bands 4 (Over \$70K to \$89K) | | | | | | | | | | | | |
| Employee Only | \$757 | \$544 | \$213 | \$40 | \$718 | \$678 | \$213 | \$40 | \$717 | \$717 | \$0 | \$0 |
| EE + SP/DP | \$1,826 | \$1,025 | \$801 | \$477 | \$1,734 | \$1,257 | \$801 | \$477 | \$1,732 | \$1,296 | \$436 | \$436 |
| EE + CH | \$1,509 | \$882 | \$627 | \$348 | \$1,433 | \$1,085 | \$627 | \$348 | \$1,431 | \$1,124 | \$307 | \$307 |
| EE + Family | \$2,897 | \$1,507 | \$1,390 | \$914 | \$2,750 | \$1,836 | \$1,390 | \$914 | \$2,746 | \$1,874 | \$872 | \$872 |
| Spouse/Domestic Partner Surcharge | \$41.67 | \$0.00 | \$41.67 | \$41.67 | \$41.67 | \$0.00 | \$41.67 | \$41.67 | \$41.67 | \$0.00 | \$41.67 | \$41.67 |
| Salary Bands 5 (Over \$90K) | | | | | | | | | | | | |
| Employee Only | \$757 | \$520 | \$237 | \$70 | \$718 | \$648 | \$237 | \$70 | \$717 | \$717 | \$0 | \$0 |
| EE + SP/DP | \$1,826 | \$840 | \$986 | \$693 | \$1,734 | \$1,041 | \$986 | \$693 | \$1,732 | \$1,203 | \$529 | \$529 |
| EE + CH | \$1,509 | \$745 | \$764 | \$509 | \$1,433 | \$924 | \$764 | \$509 | \$1,431 | \$1,059 | \$372 | \$372 |
| EE + Family | \$2,897 | \$1,162 | \$1,735 | \$1,315 | \$2,750 | \$1,435 | \$1,735 | \$1,315 | \$2,746 | \$1,689 | \$1,057 | \$1,057 |
| Spouse/Domestic Partner Surcharge | \$41.67 | \$0.00 | \$41.67 | \$41.67 | \$41.67 | \$0.00 | \$41.67 | \$41.67 | \$41.67 | \$0.00 | \$41.67 | \$41.67 |

| Coverage Tier | OAP10 | OAP20 | LocalPlus |
|-----------------|-------|-------|-----------|
| Adult Dependent | \$643 | \$610 | \$609 |

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MIAMI-DADE COUNTY PUBLIC SCHOOLS

Proposed Healthcare Monthly Premium Equivalents, Contributions and Subsidies

Effective 1/1/2019

2019 Premium Rates for Employees Hired On and After 1/1/2018

| EMPLOYEE SALARY BANDS | 2019 Rates | | | | | | | | | | | |
|---------------------------------------------|-----------------|------------|---------------|-----------------|------------|---------------|-----------------|------------|---------------|---------|---------|---------|
| | OAP 10 | | | OAP 20 | | | LOCAL PLUS | | | | | |
| | MONTHLY PREMIUM | BOARD PAYS | EMPLOYEE PAYS | MONTHLY PREMIUM | BOARD PAYS | EMPLOYEE PAYS | MONTHLY PREMIUM | BOARD PAYS | EMPLOYEE PAYS | | | |
| Salary Bands 1 (Under \$35K) | | | | | | | | | | | | |
| Employee Only | \$757 | \$628 | \$129 | \$718 | \$708 | \$10 | \$717 | \$717 | \$0 | \$717 | \$0 | \$0 |
| EE + SP/DP | \$1,826 | \$1,189 | \$637 | \$1,734 | \$1,309 | \$425 | \$1,732 | \$1,317 | \$415 | \$1,732 | \$1,317 | \$415 |
| EE + CH | \$1,509 | \$1,023 | \$486 | \$1,433 | \$1,130 | \$303 | \$1,431 | \$1,139 | \$292 | \$1,431 | \$1,139 | \$292 |
| EE + Family | \$2,897 | \$1,751 | \$1,146 | \$2,750 | \$1,909 | \$841 | \$2,746 | \$1,917 | \$829 | \$2,746 | \$1,917 | \$829 |
| Spouse/Domestic Partner Surcharge | \$41.67 | \$0 | \$41.67 | \$41.67 | \$0.00 | \$41.67 | \$41.67 | \$0 | \$41.67 | \$0 | \$41.67 | \$41.67 |
| Salary Bands 2 (Over \$35K to \$54K) | | | | | | | | | | | | |
| Employee Only | \$757 | \$590 | \$167 | \$718 | \$698 | \$20 | \$717 | \$717 | \$0 | \$717 | \$0 | \$0 |
| EE + SP/DP | \$1,826 | \$1,076 | \$750 | \$1,734 | \$1,246 | \$488 | \$1,732 | \$1,265 | \$467 | \$1,732 | \$1,265 | \$467 |
| EE + CH | \$1,509 | \$932 | \$577 | \$1,433 | \$1,084 | \$349 | \$1,431 | \$1,103 | \$328 | \$1,431 | \$1,103 | \$328 |
| EE + Family | \$2,897 | \$1,563 | \$1,334 | \$2,750 | \$1,795 | \$955 | \$2,746 | \$1,812 | \$934 | \$2,746 | \$1,812 | \$934 |
| Spouse/Domestic Partner Surcharge | \$41.67 | \$0 | \$41.67 | \$41.67 | \$0.00 | \$41.67 | \$41.67 | \$0 | \$41.67 | \$0 | \$41.67 | \$41.67 |
| Salary Bands 3 (Over \$55K to \$69K) | | | | | | | | | | | | |
| Employee Only | \$757 | \$567 | \$190 | \$718 | \$688 | \$30 | \$717 | \$717 | \$0 | \$717 | \$0 | \$0 |
| EE + SP/DP | \$1,826 | \$978 | \$848 | \$1,734 | \$1,139 | \$595 | \$1,732 | \$1,187 | \$545 | \$1,732 | \$1,187 | \$545 |
| EE + CH | \$1,509 | \$857 | \$652 | \$1,433 | \$1,005 | \$428 | \$1,431 | \$1,047 | \$384 | \$1,431 | \$1,047 | \$384 |
| EE + Family | \$2,897 | \$1,391 | \$1,506 | \$2,750 | \$1,590 | \$1,160 | \$2,746 | \$1,657 | \$1,089 | \$2,746 | \$1,657 | \$1,089 |
| Spouse/Domestic Partner Surcharge | \$41.67 | \$0 | \$41.67 | \$41.67 | \$0.00 | \$41.67 | \$41.67 | \$0 | \$41.67 | \$0 | \$41.67 | \$41.67 |
| Salary Bands 4 (Over \$70K to \$89K) | | | | | | | | | | | | |
| Employee Only | \$757 | \$544 | \$213 | \$718 | \$678 | \$40 | \$717 | \$717 | \$0 | \$717 | \$0 | \$0 |
| EE + SP/DP | \$1,826 | \$881 | \$945 | \$1,734 | \$1,083 | \$651 | \$1,732 | \$1,122 | \$610 | \$1,732 | \$1,122 | \$610 |
| EE + CH | \$1,509 | \$781 | \$728 | \$1,433 | \$963 | \$470 | \$1,431 | \$1,002 | \$429 | \$1,431 | \$1,002 | \$429 |
| EE + Family | \$2,897 | \$1,218 | \$1,679 | \$2,750 | \$1,489 | \$1,261 | \$2,746 | \$1,527 | \$1,219 | \$2,746 | \$1,527 | \$1,219 |
| Spouse/Domestic Partner Surcharge | \$41.67 | \$0 | \$41.67 | \$41.67 | \$0.00 | \$41.67 | \$41.67 | \$0 | \$41.67 | \$0 | \$41.67 | \$41.67 |
| Salary Bands 5 (Over \$90K) | | | | | | | | | | | | |
| Employee Only | \$757 | \$520 | \$237 | \$718 | \$648 | \$70 | \$717 | \$717 | \$0 | \$717 | \$0 | \$0 |
| EE + SP/DP | \$1,826 | \$744 | \$1,082 | \$1,734 | \$923 | \$811 | \$1,732 | \$1,057 | \$675 | \$1,732 | \$1,057 | \$675 |
| EE + CH | \$1,509 | \$677 | \$832 | \$1,433 | \$841 | \$592 | \$1,431 | \$956 | \$475 | \$1,431 | \$956 | \$475 |
| EE + Family | \$2,897 | \$969 | \$1,928 | \$2,750 | \$1,199 | \$1,551 | \$2,746 | \$1,397 | \$1,349 | \$2,746 | \$1,397 | \$1,349 |
| Spouse/Domestic Partner Surcharge | \$41.67 | \$0 | \$41.67 | \$41.67 | \$0.00 | \$41.67 | \$41.67 | \$0 | \$41.67 | \$0 | \$41.67 | \$41.67 |


| Coverage Tier | OAP10 | OAP20 | LocalPlus |
|-----------------|-------|-------|-----------|
| Adult Dependent | \$643 | \$610 | \$609 |

Completed by Aon, 11/28/2018

**M-DCPS Proposal #5
(Counter to Proposal #1 Revised 11/14/18, 2018)**

2019 HEALTHCARE

- Maintain 2018 rates without any increase for an employee or dependent(s).
- Maintain 2018 co-pays without an increase to any plan participant.
- Provide for an Action Required Enrollment for all plan participants to begin 12/5/18 with an end date no earlier than 12/11/18.
- Expand communications to plan participants regarding wellness programs, transparency tools and other cost savings options. Updated communication plans shall be finalized in a Letter of Understanding no later than February 1, 2019.

 11/14/18
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**M-DCPS Compensation Proposal #1B
(UTD, 2018)**

REFERENDUM FUNDS

Effective January 1, 2019, eligible early, mid, and late career employees on the Grandfathered and Performance AO Salary Schedule and eligible full-time employees on the U1 Salary Schedule who meet the definition of instructional personnel as outlined by Section 1012.01, Florida Statutes, will receive a 5.0% Referendum Retirement Accruing Supplement through June 30, 2019. This supplement will be calculated as a percentage of base salary. The 5.0% supplement will be replaced July 1, 2019 by the full Referendum Retirement Accruing Supplement amount. Referendum Retirement Accruing Supplements supersede the previously negotiated smaller retention supplements.

Grandfathered and Performance AO Salary Schedule

Effective July 1, 2019, eligible early, mid, and late career employees on the Grandfathered and Performance AO Salary Schedule within the current base salary ranges below will receive the identified Referendum Retirement Accruing Supplement. The percentage of the supplement shall be negotiated annually.

| Base Salary Range | | | 2019-2020 Referendum Retirement Accruing Supplement |
|---------------------|-----------------------------------|---------------------|-----------------------------------------------------------------|
| 10 Month | Adult/Voc Teacher (11.5 Month) | 12 Month | |
| \$41,000 - \$41,999 | \$49,200 - \$50,399 | \$47,622 - \$48,782 | 12.50% |
| \$42,000 - \$44,999 | \$50,400 - \$53,999 | \$48,783 - \$52,267 | 13.00% |
| \$45,000 - \$49,999 | \$54,000 - \$59,999 | \$52,268 - \$58,074 | 15.88% |
| \$50,000 - \$63,999 | \$60,000 - \$76,799 | \$58,075 - \$74,335 | 20.25% |
| \$64,000 - \$69,999 | \$76,800 - \$83,999 | \$74,336 - \$81,304 | 22.75% |
| \$70,000 - \$72,719 | \$84,000 - \$87,263 | \$81,305 - \$84,464 | 17.75% |
| ≥ \$72,720 | ≥ \$87,264 | ≥ \$84,465 | 15.88% |

U1 Salary Schedule (Full-time)

Effective July 1, 2019, full-time eligible employees on the U1 Salary Schedule who meet the definition of instructional personnel as outlined by Section 1012.01, Florida Statutes, will receive a Referendum Retirement Accruing Supplement of 12.5%. The percentage of the supplement shall be negotiated annually.†

U1 Salary Schedule (Part-time)

Effective July 1, 2019, eligible part-time employees on the U1 Salary Schedule who meet the definition of instructional personnel as outlined by Section 1012.01, Florida Statutes, will receive a Referendum Hourly Premium of 8.0%. The percentage of the Hourly Premium shall be negotiated annually.†

AS Salary Schedule

Effective July 1, 2019, the AS Salary Schedule will be improved by 8.0% for the 2019-2020 school year. These rates shall be negotiated annually.

AT/AU Salary Schedule

Effective July 1, 2019, the AT/AU Salary Schedule will be improved by 8.0% for the 2019-2020 school year. These rates shall be negotiated annually.

All referendum funds designated for M-DCPS instructional personnel, as described herein, shall be appropriated, accounting for increases or decreases for the Certified School Taxable Value, and their distribution negotiated annually by the parties until the referendum sunsets or is extended via Board approval and community vote.

Both parties agree that negotiations for referendum funds for the 2019 – 2020 school year will be re-opened should the July 1, 2019 Certified School Taxable Value decrease by 5% or more.

(Handwritten signatures and dates: 12/11/18, 12/11/18)

INSTRUCTIONAL PERSONNEL – RECURRING SALARY ADJUSTMENTS (2018 - 2019)

Pursuant to Florida Statutes Section 1012.22 and Chapter 447, Florida Statutes, the Grandfathered A0 Salary Schedule and the Performance A0 Salary Schedule below are collectively bargained on a yearly basis and these schedules replace all previously bargained grandfathered and performance pay salary schedules.

| Grandfathered A0 Salary Schedule | | |
|----------------------------------|-------------------------|-------------------------|
| 10 Month | Adult/Vocational | 12-Month |
| \$41,000 (Min) | \$49,200 (Min) | \$47,622 (Min) |
| \$72,720 \$73,447 (Max) | \$87,264 \$88,137 (Max) | \$84,465 \$85,310 (Max) |

Eligible employees on the Grandfathered A0 Salary Schedule shall receive a 1.0% salary adjustment to their base salary, up to the maximum, effective July 1, 2018.

| Performance A0 Salary Schedule | | |
|--------------------------------|-------------------------|-------------------------|
| 10 Month | Adult/Vocational | 12-Month |
| \$41,000 (Min) | \$49,200 (Min) | \$47,622 (Min) |
| \$72,720 \$73,447 (Max) | \$87,264 \$88,137 (Max) | \$84,465 \$85,310 (Max) |

Eligible employees on the Performance A0 Salary Schedule shall receive a salary adjustment to their base salary, up to the maximum, effective July 1, 2018 as follows:***

| | |
|-------------------|--------|
| Highly Effective* | 1.1% |
| Effective* | 0.825% |

EDUCATIONAL SUPPORT PERSONNEL

ARTICLE XVII – Paraprofessional/Associate Educator/School Support Personnel

Effective July 1, 2018, the U1 Salary Schedule pay grades for referendum eligible employees will be improved by 1.0%. †
Effective July 1, 2018, the U1 Salary Schedule will be improved by 3.0% for all remaining pay grades.
All employees will remain on their current step.

Effective July 1, 2018, full-time School Security Monitors will receive a 2.0% safety proficiency supplement. The supplement must be renegotiated to continue in the 2019-2020 school year.

† In order to separate referendum eligible employees on the U1 Salary Schedule, employees on the U1 Salary Schedule who meet the definition of instructional personnel as outlined by Section 1012.01, Florida Statutes, will be assigned to newly established referendum identifiers P1 (07), P2 (10), P3 (12), P4 (13), P5 (14), P6 (15), and P7 (23) effective July 1, 2018.

ARTICLE XVIII – Office Employees

Effective July 1, 2018, the U0 salary schedule will be improved by 3.0%. All employees will remain on their current step.

* These salary adjustments are based upon 2016-2017 Unified Summative Ratings.

*** In accordance with Florida Statutes §1012.22

AB
12/11/18

12/11/18
[Signature]

M-DCPS Proposal #2C (Revised)
(UTD, 2018)

APPENDIX E -- RULES AND REGULATIONS GOVERNING SALARY SCHEDULES, CREDENTIAL PAYMENTS,
SUPPLEMENTS, AND VARSITY ATHLETICS

Section 2. Criteria for Salary Experience Credit

C. Salary Increase for Creditable Teaching Experience

1. Effective July 1, 2019, U.S. public school full-time classroom teaching experience is creditable at a ~~1.5%~~ 2.0% increase above the minimum of the A0 salary schedule for every ~~two~~ years of creditable experience up to a maximum of a 15% increase above the minimum of the A0 salary schedule not to exceed the base salary of a continuously employed Grandfathered M-DCPS teacher with same years of experience. This provision is not applicable to charter school experience.
2. All other creditable teaching experience is at a 1% increase above the minimum of the A0 salary schedule for every two years of creditable experience not to exceed the base salary of a continuously employed Grandfathered M-DCPS teacher with same years of experience. ~~up to a maximum of 10% increase above the minimum of the A0 salary schedule.~~
3. ~~Fifteen percent (15 %) is the maximum increase above the minimum provided the majority of the experience is in a U.S. public school. In the case of equal experience from both a U.S. public school and other creditable experience, the employee will receive the maximum of a 15% increase above the minimum salary on the A0 salary schedule.~~
- ~~34.~~ All new hires, shall be provided an increase above the minimum salary of the A0 salary schedule as stipulated in Appendix E, Section 2-C (1,2,3).
- ~~45.~~ Rehires, who have not retired, shall be placed at their former A0 salary. If the break in service is 12 months or longer, the employee shall be placed at their former A0 salary or adjudicated as stipulated in Appendix E, Section 2 C (1,2,3), whichever is greater.
- ~~6.~~ ~~Former certificated employees who have retired from any school system in the state or out-of-state who are hired or rehired by M-DCPS shall be provided an increase above the minimum salary of the salary schedule as stipulated in Appendix E, Section 2-C (1,2,3).~~

57. Creditable (applicable) experience for salary purposes is:


12/11/18

12/11/18

**UTD Counter to M-DCPS Proposal #3
(UTD, 2018)**

APPENDIX E -- RULES AND REGULATIONS GOVERNING SALARY SCHEDULES, CREDENTIAL PAYMENTS, SUPPLEMENTS, AND VARSITY ATHLETICS

2. Extra Duty Supplements

Eligible employees serving in these positions will be compensated at the designated amounts.

| | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|
| Academy Leader (Secondary School Reform Only) | 2,060 |
| Activities Director, Senior High/Vocational Technical Centers | 3,482 |
| Agriculture Teacher (12-month) | 392 |
| Band Director, Middle School | 2,040 |
| Band Director, Senior High | 3,770 |
| Cheerleader Sponsor, Senior High | 1,968 |
| Cheerleader Sponsor, <u>Elementary, K-8 and</u> Middle School | 989 |
| Debate, Senior High | 2,627 |
| Department/Subject Area/Grade-Level Chairperson, Elementary (a) | 1,185 |
| Department Head, Middle and Senior High/Vocational Technical/Adult Centers (b) | 2,163 |
| Department Head, Middle and Senior High/Vocational Technical/Adult Centers (c) | 1,607 |
| Dramatics, <u>Elementary, K-8 and</u> Middle School | 1,185 |
| Dramatics, Senior High | 1,576 |
| Elementary School Activities Sponsor | 660 |
| Elementary Academic Activities Sponsor (maximum one per school) (d) | 660 |
| Special Education Coaching Supplement (g) | 526 |
| Equal Access Monitor | 660 |
| Future Educators of America Chapters, Senior High | 1,319 |
| Future Educators of America Chapters, Middle School | 1,051 |
| Future Educators of America Chapters, Elementary | 794 |
| Head Librarian | |
| This position to be provided in the professional library Center for Professional Learning, Vocational Technical Centers and senior high schools where adult high school principals are employed | 794 |
| Interdisciplinary Team Leader (Middle Schools) | 2,163 |
| Intramural, Elementary | 1,844 |
| J.V. Cheerleader Sponsor, Senior High | 989 |
| Lead Teacher - Corporate Academy (f) | |
| Lead Teacher - Magnet Schools/Programs | 2,060 |
| Lead Teacher - Satellite Learning Center (f) | |
| Middle School Club Sponsor (maximum of five per school) | 660 |
| Middle School Academic Activities Sponsor (maximum two per school) (d) | 660 |
| Music: | |
| <u>Elementary, K-8 and</u> Middle School | 1,442 |
| Senior High | 1,576 |




| | |
|-----------------------------------------------------------------------------------------------|-------|
| Newspaper (Sponsor Must Carry Full Teaching Load) | |
| <u>Elementary, K-8 and Middle School</u> | 1,710 |
| Senior High | 2,102 |
| Transition Training Leader (Three) | 1,560 |
| Performing Groups, | |
| Senior High (i.e. Majorettes, Drill Corps, Flag Corps; maximum of four per school) | 989 |
| Planetarium Director (One) | 2,100 |
| Professional Development Liaison | 515 |
| Regional Department Head for Gifted Programs (Six) | 1,607 |
| Regional Centers Department Head for Speech and Language Programs (Six) | 1,607 |
| Regional Centers Department Head for School Psychology (Six) | 1,607 |
| Regional Centers Department Head School Social Worker (Six) | 1,607 |
| Role Models Program (<u>Elementary, K-8 and Secondary Schools</u>) | 1,000 |
| Safety Patrol Sponsor, Elementary | 794 |
| Secondary Program Specialist for Special Education Programs (Eight) | 2,100 |
| Senior High Club Sponsor | 660 |
| Social Worker (Three) | 960 |
| Student Council, National Junior Honor Society, Middle School | 1,051 |
| Student Council, Service Club Sponsor (h), Class Sponsor, National Honor Society, Senior High | 1,319 |
| Teacher as Advisor Leader (Designated Middle Schools) | 1,916 |
| Teacher Director of Center for Professional Learning (e) | |
| Television Production Teachers (Middle, Senior High) (One per School) | 1,030 |
| Test Chairperson (Secondary Level and Vocational/Technical) (f) | |
| Training and Treatment Center Teacher | 1,442 |
| Vocational Student Organizational Teacher District/Regional Center Advisors | 1,937 |
| Yearbook Advisor: | |
| <u>Elementary, K-8 and Middle School</u> | 1,442 |
| Senior High | 2,102 |



(a) One department/subject area/grade level chairperson shall be provided for each 10 teacher units allocated per school (including art, music, physical education, bilingual education, and special education units). Every elementary school shall have a minimum of three department chairpersons.

(b) a minimum of the equivalent of 29 classes is required to have a department head.

(c) a minimum of the equivalent of 15 classes is required to have a department head.

(d) Responsible for honors clubs in mathematics, English, social studies, brainbowl competition, and debate.

(e) Dual extra teaching period supplements.

M-DCPS Proposal #5
(UTD, 2018)

APPENDIX E -- RULES AND REGULATIONS GOVERNING SALARY SCHEDULES, CREDENTIAL
PAYMENTS, SUPPLEMENTS, AND VARSITY ATHLETICS

Section 4. Part-Time Hourly Salary Schedule- (AU) and (AT)

- B. Full-time M-DCPS School Psychologists and Staffing Specialists who also work part-time in the same capacity and part-time School Psychologists and Staffing Specialists shall be paid in accordance with the AU Schedule.

STB
12/11/18

12/11/18
[Signature]

UTD Counter
MEMORANDUM OF UNDERSTANDING
COLLABORATIVE PLANNING

This Memorandum of Understanding (MOU) confirms the collaborative agreement held between Miami-Dade County Public Schools (M-DCPS) and the United Teachers of Dade (UTD) regarding modifications to the M-DCPS/UTD Collective Bargaining Agreement, Article XX – Teaching Conditions, Section 7 – Planning/Preparation Periods. The intent of this MOU is to provide for total school involvement and improvement through collaborative planning.

The parties agree that collaborative planning facilitated through the scheduling of shared time is a productive exchange among teachers and instructional coaches with the goal of producing an end product that will strengthen planning and better connect lessons to the standards. To this end, M-DCPS and the UTD agree to implement a Collaborative Planning Pilot (Pilot) for the 2019-2020 school year. In Spring 2019, teachers at each school site will have an opportunity to elect to participate in the Pilot. Participation requires a simple majority vote by certificated employees. Voting must be conducted by secret ballot at a regularly scheduled faculty meeting. If the school elects to participate and scheduling permits, a maximum of thirty (30) consecutive minutes weekly, or sixty (60) minutes bi-weekly, may be required for teachers to attend collaborative planning. This provision excludes work weeks abbreviated by holidays.

When implemented effectively, collaborative planning positively impacts instruction by allowing teachers to share best practices, reflect on students' work, plan in-depth for standards-based lessons, select and align resources and curriculum, and conduct Lesson Studies or other job-embedded professional development opportunities specific to school site needs. Teachers and instructional coaches, in collaboration with school administrators, determine the protocol and location for how collaborative planning should be used to maximize planning for teaching and learning. M-DCPS and UTD will also publish a list of best practices. School administrators may attend collaborative planning and be active participants in the discussion, but should not use the time for administrative business. Professional development will be provided to administrators and/or academic coaches to ensure the collaborative nature of the planning sessions.

The parties agree to conduct a District-wide survey of teachers semi-annually to determine the effectiveness of the collaborative planning sessions, strengths, and opportunities for growth in implementation. Representatives from M-DCPS and the UTD will meet to develop and review the survey data.

This MOU is for the 2019-2020 school year and is subject to annual review by all parties to address successes, opportunities for improvements, and other issues or concerns. The parties will meet as needed to address renewal, modification or discontinuance.


12/11/18

12/11/18


DATED at Miami, Florida, this ___ day of _____, 2018.

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

UNITED TEACHERS OF DADE

Ms. Perla Tabares Hantman Date
Chair

Ms. Karla Hernandez-Matz Date
President

Dr. Martin Karp Date
Vice Chair

Mr. Alberto M. Carvalho Date
Superintendent of Schools

APPROVED AS TO FORM AND
LEGAL SUFFICIENCY

Mr. Walter J. Harvey Date
School Board Attorney

Handwritten signature and date: 12/11/18

Handwritten signature and date: 12/11/18

**UTD COUNTER
MEMORANDUM OF UNDERSTANDING
PROFESSIONAL DEVELOPMENT DAYS**

This Memorandum of Understanding (MOU) confirms the collaborative agreement held between Miami-Dade County Public Schools (M-DCPS) and the United Teachers of Dade (UTD) regarding modifications to the M-DCPS/UTD Collective Bargaining Agreement, Article XX – Teaching Conditions, Section 10 – Alternative Planning Days/Work Year. The intent of this MOU is to provide for total school involvement through additional professional development.

The parties agree to increase the number of full-day professional development days from two days to three days. Scheduling of the three professional development days will continue to reside with the Calendar Committee.

Employees will continue to have the opportunity to select an alternate planning day/work year schedule when developed by the Calendar Committee and approved by the Board. Currently, employees may opt to work one or two days in lieu of one or two teacher workdays during the course of the school year. The parties agree to increase this allowable number to a maximum of three days. Language on the reverse side of the school calendar will be adjusted to allow teachers, paraprofessionals, school support and ten-month secretarial and clerical employees to opt one, two, or three days in lieu of identified workdays during the school year. The three District-wide Professional Development Days will not be available to opt.

This MOU is for the 2019-2020 school year and is subject to annual review by all parties to address successes, opportunities for improvements, and other issues or concerns. The parties will meet as needed to address renewal, modification or discontinuance.

DATED at Miami, Florida, this ___ day of _____, 2018.

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

UNITED TEACHERS OF DADE

Ms. Perla Tabares Hantman Date
Chair

Ms. Karla Hernandez-Matz Date
President

Dr. Martin Karp Date
Vice Chair

Mr. Alberto M. Carvalho Date
Superintendent of Schools

APPROVED AS TO FORM AND
LEGAL SUFFICIENCY

Mr. Walter J. Harvey Date
School Board Attorney

 12/11/18
12/11/18
