



## ARTICLE XIII -- SALARY

- A. All positions authorized for inclusion in the DCSMEC bargaining unit are compensated at pay rates specified on the attached Salary Schedules HO, or H1, and M1 (refer to Appendix E).
- B. Effective December 25, 2009, The HO and H1 salary schedules will be improved by 2% continue at the same pay rates effective December 25, 2009. The M1 Salary Schedule will continue at the same pay rates effective July 1, 2010.

~~Effective December 25, 2009, the salaries of bargaining unit employees will be reduced by 3.85% to reflect the 12 month 250 paid work year retroactive to July 1, 2009. The 2% salary increase will be applied toward the salary reduction of 3.85% resulting in a net decrease of 1.85%.~~

~~Effective December 25, 2009, the equivalent of a 3.85% salary reduction from July 1, 2009 through December 24, 2009 will be collected through equal payroll deductions beginning with the January 15, 2010 paycheck through the July 2, 2010 paycheck (13 paychecks).~~

*Phonix 10/29/2010*  
*JAC 10/29/10*  
*KR 10/29/10*

## 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 wage agreement, effective ~~December 25, 2009~~ July 1, 2010, shall continue until midnight, June 30, ~~2010~~ 2011, as outlined in Article XIII.
- The terms and conditions of employment, effective July 1, 2009, shall continue until midnight, June 30, 2012.
- 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 fiscal/calendar 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 for ~~2009-2010~~ 2010-2011 is inadequate to fund the economic provisions of this Agreement for the ~~2009-2010~~ 2010-2011 fiscal year, DCSMEC agrees to renegotiate the economic provisions of this Agreement for the ~~2009-2010~~ 2010-2011 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.

Martin 10/24/09  
H... 10/25/10  
J... 10/24/10

This Contract shall continue in full force and effect until midnight, June 30, 2012.

DATED at Miami, Florida, this ~~17~~ 24<sup>th</sup> day of November, ~~2009~~ 2010.

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

**DADE COUNTY SCHOOL  
MAINTENANCE EMPLOYEE  
COMMITTEE**

\_\_\_\_\_  
Ms. Perla Tabares Hantman      Date  
Chair

\_\_\_\_\_  
Mr. Don Waugh      Date  
President

\_\_\_\_\_  
Dr. Lawrence S. Feldman      Date  
Vice Chair

\_\_\_\_\_  
Mr. Keith Love      Date  
Business Agent

\_\_\_\_\_  
Mr. Alberto M. Carvalho      Date  
Superintendent of Schools

\_\_\_\_\_  
Mr. Joseph A. Cortese, Jr.      Date  
Assistant Business Agent

Approved As To Form

\_\_\_\_\_  
Mr. Walter J. Harvey      Date  
School Board Attorney

**APPENDIX C**  
**DCSMEC (HO) SALARY SCHEDULE**  
 2009-2010-2011 12 Month (250 Day) Work Year  
 Effective 12/25/2009-7/1/2010

JOB TITLE	JOB CODES	SALARY
Carpenter	6018, 6021, 6025, 6026, 6027, 6028	\$ 53,543
Glazier	6110	\$ 54,263
Mason	6280	\$ 52,250
Painter	6350	\$ 50,291
Plumber	6281	\$ 58,177
AC Refrigeration Mechanic II	6310	\$ 51,486
Environmental Project Inspector	6358	\$ 64,611
Building Code Inspector	6320	\$ 77,362
Certified Zone Mechanic	6445	\$ 58,677
Communication Support Tech	6323	\$ 50,233
Construction Estimator	6359	\$ 59,560
Electrician II	6039	\$ 62,560
Fire Safety Code Inspector	6442	\$ 66,119
Insulation Worker	6342	\$ 60,603
Network Data Comm. Asst.	6324	\$ 28,462
Network Data Comm. Spec	6327	\$ 57,532
Network Infrastructure Support Technician	6328	\$ 56,582
Painter - Systems	6351	\$ 54,315
Plumber II	6281	\$ 58,177
Roofing Technician	6286	\$ 57,010
Sheet Metal Worker II	6400	\$ 59,465
Sound & Comm. Technician	6405	\$ 58,642
Steamfitter II	6283	\$ 58,481
Trade Helper	6019	\$ 57,616
Welder II	6440	\$ 58,723
Zone Mechanic	6447	\$ 56,742
Chaperson - AC and Refrigeration	6310	\$ 51,486
Foreperson - Carpenter	6019, 6020, 6029, 6030, 6031	\$ 57,616
Foreperson - Comm. Support Tech	6323	\$ 61,110
Foreperson - Electricians	6039	\$ 62,560
Foreperson - Glaziers	6109	\$ 58,805
Foreperson - Heat Sys & Pipe Fitters	6285	\$ 62,831
Foreperson - Mason	6207	\$ 53,695
Foreperson - Network and Data Svcs.	6327	\$ 57,532
Foreperson - Network Infrastructure Support Technician	6328	\$ 56,582
Foreperson - Painters	6351	\$ 54,315
Foreperson - Plumbers	6281	\$ 58,177
Foreperson - Project Specialist (Electrical/Communications)	6315	\$ 65,062
Foreperson - Project Specialist (Mechanical)	6316	\$ 66,789
Foreperson - Project Specialist (Structural)	6317	\$ 60,949
Foreperson - Roofers	6286	\$ 57,010
Foreperson - Sheet Metal Worker	6402	\$ 64,221
Foreperson - Sound & Comm. Tech	6405	\$ 61,110
Foreperson - Welders	6443	\$ 63,421
Sr. Building Code Inspector	6320	\$ 77,362
Sr. Building Code Inspector II	6319	\$ 77,362
Sr. Fire Safety Code Inspector	6449	\$ 66,119
Trade Support Foreperson	6448	\$ 68,370
Trade Support Training Foreperson	6236	\$ 68,370
Lead Foreperson	\$1.00 per hour additional compensation	

*Revised 10/29/2010*  
*HR 10/29/10*  
*ATC 10/29/10*

**APPENDIX C**

DCSMEC  
 (H1) Salary Schedule  
 2009-2010-2011 12-Month (250 Day) Work Year  
 Effective 12/25/2009 to 1/1/2010

JOB CODE	JOB TITLE	MINIMUM
6043	Temp. Carpenter II (Journ.)	\$ 42,680
6044	Temp. Carpenter - Locksmith (Journ.)	\$ 42,680
6045	Temp. Carpenter II - Mill	\$ 42,680
6046	Temp. Carpenter II - Floor	\$ 42,680
6047	Temp. Carpenter II - Ceiling	\$ 42,680
6048	Temp. Carpenter II - Pest Control	\$ 42,680
6049	Temp. Electrician II (Journ.)	\$ 46,341
6050	Temp. Glazier II (Journ.)	\$ 43,411
6051	Temp. Mason II (Journ.)	\$ 43,411
6053	Temp. Painter II (Journ.)	\$ 40,234
6054	Temp. Plumber II (Journ.)	\$ 46,541
6055	Temp. Refrigeration Mechanic II (Journ.)	\$ 46,788
6056	Temp. Roofer II (Journ.)	\$ 40,581
6057	Temp. Sheet Metal Worker II (Journ.)	\$ 47,573
6058	Temp. Sound & Communication Tech. (Journ.)	\$ 45,266
6059	Temp. Steam fitter II (Journ.)	\$ 46,786
6060	Temp. Pipe Fitter Gas System II (Journ.)	\$ 46,541
6061	Temp. Welder II (Journ.)	\$ 46,978
6062	Temp. Insulation Worker	\$ 48,001
6063	Temp. Network Infrastructure Support Technician	\$ 45,266
6064	Temp. Network Data Communication	\$ 37,217
6065	Temp. Trades Helper	\$ 21,801
6066	Temp. Construction Project Inspector	\$ 52,896
6067	Temp. Asbestos Project Inspector	\$ 51,689
6068	Temp. Electrician II - Fire Alarms	\$ 46,341

\*80% of top step of journey person salary

*Director of 2010*  
*10/29/10*  
*AT 10/29/10*

**Microsystems Technicians, Computer Specialists and Computer Technicians  
(M1) Salary Schedule 2010-2011 (222 paid days)**

GRD	STEP01	STEP02	STEP03	STEP04	STEP05	STEP06	STEP07	STEP08	STEP09	STEP10	STEP11	STEP12	STEP13
1	25,000	26,127	27,319	28,591	29,931	31,222	32,564	33,740	34,982	36,330	37,732	42,011	43,997
2	29,931	31,222	32,564	33,973	35,443	36,978	38,581	39,486	41,282	42,881	44,545	49,097	51,083
3	31,222	32,564	33,973	35,443	36,978	38,581	40,259	41,235	43,113	44,784	46,524	51,256	53,141

*Mutua, 10/24/2011*  
*[Signature]*  
*10/24/10*

**MEMORANDUM OF UNDERSTANDING  
2010 2011 HEALTH INSURANCE PLAN**

Pursuant to Article XV, Section A of the Labor Contract between Miami-Dade County Public Schools (M-DCPS) and the Dade County School Maintenance Employee Committee (DCSMEC), the parties have met through a number of collective bargaining sessions and have agreed to the health insurance plan contained in this Memorandum of Understanding (MOU) and as outlined in the attached ~~2010~~ 2011 Plan Design Options, OAP 10 and OAP 20, and ~~Scenario 2~~, employee contribution structure for calendar year ~~2010~~ 2011. This MOU addresses health insurance plan designs, including levels of benefits and employer contribution levels.

1. M-DCPS and DCSMEC agree to the attached ~~2010~~ 2011 Plan Design Options and ~~Scenario 2~~, employee contribution structure for calendar year ~~2010~~ 2011.
2. M-DCPS and DCSMEC agree that the ~~2010~~ 2011 Plan Design Options will be effective January 1, ~~2010~~ 2011 through December 31, ~~2010~~ 2011.
3. M-DCPS and DCSMEC agree that M-DCPS shall continue to maintain its current "opt out" feature at \$100.00 per month, based upon certification of other healthcare coverage.
4. M-DCPS and DCSMEC agree to continue providing a debit card for use with the medical flexible spending account at no charge to the employee.
5. Employees who choose dependent coverage will enroll eligible dependents in the healthcare selection in which the employee is enrolled.
6. Employees will continue to be eligible for Group Term Life Insurance and Flexible Benefits as approved by the School Board on September 9, 2009 in Agenda Item E-68.
7. This MOU is incorporated into the parties' current Collective Bargaining Agreement and is subject to the grievance and arbitration provisions therein.

*Revised 10/24/10*  
*LR 10/24/10*  
*APC 10/24/10*

8. This MOU is subject to ratification by members of the DCSMEC bargaining unit and the School Board.

DATED at Miami, Florida this \_\_\_\_ day of \_\_\_\_\_, ~~2009~~ 2010.

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

**DADE COUNTY SCHOOL  
MAINTENANCE EMPLOYEE  
COMMITTEE**

\_\_\_\_\_  
Ms. Perla Tabares Hantman      Date  
Chair

\_\_\_\_\_  
Mr. Keith Love      Date  
Business Agent

\_\_\_\_\_  
Dr. Lawrence S. Feldman      Date  
Vice Chair

\_\_\_\_\_  
Mr. Alberto M. Carvalho      Date  
Superintendent of Schools

APPROVED AS TO FORM

\_\_\_\_\_  
Mr. Walter J. Harvey      Date  
School Board Attorney

# CIGNA Healthcare Comparison Chart

## Open Access Plus (OAP) 20 and Open Access Plus (OAP) 10 - CIGNA National Network (Open Access Plus) Platform

	OAP 20 Plan*		OAP 10 Plan*	
	In-Network	Out-of-Network	In-Network	Out-of-Network
<b>Annual Deductible (Individual/Family)</b>	(I)\$250/(F)\$500	(I)\$1,000/(F)\$2,000	None	(I)\$500/(F)\$1,000
<b>Hospital Admission Copay (Employee Pays)</b>	20% after deductible	40% after deductible	10% of allowable charges	30% after deductible
<b>Annual Out-of-Pocket Maximum (excluding deductible) Individual/Family</b>	(I)\$1,500/(F)\$3,000	(I)\$6,000/(F)\$12,000	(I)\$1,500/(F)\$3,000	(I)\$3,000/(F)\$6,000
<b>Is a PCP election/referral required</b>	No	No	No	No
<b>Lifetime Maximum</b>	Unlimited	\$2,000,000 per individual	Unlimited	\$2,000,000 per individual
<b>Do deductibles cross accumulate (In/out of network)</b>	No Cross Accumulation	No Cross Accumulation	Not Applicable	Not Applicable
<b>Plan Coinsurance (Plan Pays)</b>	80%	60%	90%	70%
<b>Physician Services</b>				
<b>Physician Charges</b>				
Primary Care Physician Office Visit	100% after \$20 copay	60% after deductible	100% after \$20 copay	70% after deductible
Specialist Office Visit	100% after \$40 copay	60% after deductible	100% after \$40 copay	70% after deductible
<b>Preventive Care</b>				
Immunizations	100% after \$20 copay	60% after deductible	100% after \$20 copay	70% after deductible
Hearing Examination (limit 1 per year through age 16)	100% after \$20 copay	60% after deductible	100% after \$20 copay	70% after deductible
Well Child Care- Performed by PCP/Pediatrician (immunizations included) to age 16	100% after \$20 copay	60% after deductible	100% after \$20 copay	70% after deductible
Annual Physical (limit 1 per year for children and adults from age 16) (immunizations included)	100% after applicable copay	Not Covered (except well women exam)	100% after applicable copay	Not Covered (except well women exam)
Vision Screening for children through age 18 (limit 1 per year at PCP office)	100% after applicable copay	60% after deductible	100% after applicable copay	70% after deductible
Gynecological visit (office visit, pap test)	100% after \$20 copay for annual wellness exam, \$40 copay for all other visits	60% after deductible	100% after \$20 copay for annual wellness exam, \$40 copay for all other visits	70% after deductible
<b>Mammograms</b>				
Preventive	100% no deductible, no copay	100% no deductible, no copay	100% no deductible, no copay	100% no deductible, no copay
Diagnostic - Hospital Based Hospital Facility	100% no deductible	60% after plan deductible	100% no deductible	70% after plan deductible
Diagnostic - Outpatient Facility - Non Hospital Based	100% no copay	60% after plan deductible	100% no copay	70% after plan deductible
<b>Diagnosis and Treatment</b>				
Laboratory	100%	60% after deductible	100%	70% after deductible
Non-Hospital Based Diagnostic Imaging (CT Scans, Pet Scans, MRI, nuclear medicine, X-Ray and sonogram)	100% after \$100 copay	60% after deductible	100% after \$100 copay	70% after deductible
Hospital Based Diagnostic Imaging (CT Scans, Pet Scans, MMRI, nuclear medicine, X-Ray and sonogram)	80% after deductible	60% after deductible	90% of allowable charges	70% after deductible
Short-Term Therapies - (Physical, Speech, Occupational, Pulmonary Rehab, Outpatient Cardiac Rehab)	100% after \$40 copay 40 days each per calendar year combined in and out of network	60% after deductible 40 days each per calendar year combined in and out of network	100% after \$40 copay 40 days each per calendar year combined in and out of network	70% after deductible 40 days each per calendar year combined in and out of network
Therapeutic Treatments (Dialysis, Intravenous, chemotherapy, radiation, or other intravenous infusion therapy)	80% after deductible	60% after deductible	90%	70% after deductible

 All co-payment and co-insurance expenses are eligible for reimbursement through your Medical FSA.  
 \* OAP10 and OAP20 benefit designs include autism spectrum disorder coverage as specified by Florida Legislature.

www.myFBMC.com

*Amintia 10/29/2010*  
*X/R 10/29/10*  
*GA C 10/29/10*

DCSMEC Collective Bargaining  
October 28, 2010

Miami-Dade County Public Schools

2011 Monthly Premiums, Employer Subsidies and Employee Contributions.  
Assuming Grandfathered Status. Board assumes 100% of increase and employee contribution remains constant at 2010 levels; employee only coverage free for OAP 20.

	(1) Up to \$2K				(2) \$2K up to \$4K				(3) \$4K up to \$6K				(4) \$6K up to \$8K				(5) \$8K up to \$10K			
	Total Premium	Employer Subsidy	Employee Contribution	Total Premium	Employer Subsidy	Employee Contribution	Total Premium	Employer Subsidy	Employee Contribution	Total Premium	Employer Subsidy	Employee Contribution	Total Premium	Employer Subsidy	Employee Contribution	Total Premium	Employer Subsidy	Employee Contribution		
Employee Only	\$531.00	\$455.00	\$76.00	\$531.00	\$430.00	\$101.00	\$531.00	\$445.00	\$116.00	\$531.00	\$400.00	\$131.00	\$531.00	\$365.00	\$166.00	\$531.00	\$365.00	\$166.00		
Employee + Spouse/DP	\$1,285.00	\$1,101.00	\$184.00	\$1,285.00	\$1,040.00	\$245.00	\$1,285.00	\$937.00	\$348.00	\$1,285.00	\$892.00	\$393.00	\$1,285.00	\$847.00	\$438.00	\$1,285.00	\$847.00	\$438.00		
Employee + Child(ren)	\$1,063.00	\$911.00	\$152.00	\$1,063.00	\$861.00	\$202.00	\$1,063.00	\$773.00	\$290.00	\$1,063.00	\$735.00	\$328.00	\$1,063.00	\$688.00	\$375.00	\$1,063.00	\$688.00	\$375.00		
Employee + Family	\$2,039.00	\$1,747.00	\$292.00	\$2,039.00	\$1,651.00	\$388.00	\$2,039.00	\$1,516.00	\$523.00	\$2,039.00	\$1,449.00	\$590.00	\$2,039.00	\$1,391.00	\$648.00	\$2,039.00	\$1,391.00	\$648.00		
Employee Only	\$489.00	\$489.00	\$0.00	\$489.00	\$489.00	\$0.00	\$489.00	\$489.00	\$0.00	\$489.00	\$489.00	\$0.00	\$489.00	\$489.00	\$0.00	\$489.00	\$489.00	\$0.00		
Employee + Spouse/DP	\$1,182.00	\$1,060.00	\$122.00	\$1,182.00	\$1,000.00	\$182.00	\$1,182.00	\$896.00	\$286.00	\$1,182.00	\$851.00	\$331.00	\$1,182.00	\$806.00	\$376.00	\$1,182.00	\$806.00	\$376.00		
Employee + Child(ren)	\$977.00	\$887.00	\$90.00	\$977.00	\$837.00	\$140.00	\$977.00	\$749.00	\$228.00	\$977.00	\$712.00	\$265.00	\$977.00	\$674.00	\$303.00	\$977.00	\$674.00	\$303.00		
Employee + Family	\$1,875.00	\$1,646.00	\$229.00	\$1,875.00	\$1,549.00	\$326.00	\$1,875.00	\$1,415.00	\$460.00	\$1,875.00	\$1,347.00	\$528.00	\$1,875.00	\$1,280.00	\$595.00	\$1,875.00	\$1,280.00	\$595.00		

*Mantua 10/29/10*  
*Abn 10/29/10*  
*JK 10/29/10*