

TENTATIVE AGREEMENT  
2017-2018 ADDENDUM TO THE

# AFSCME CONTRACT

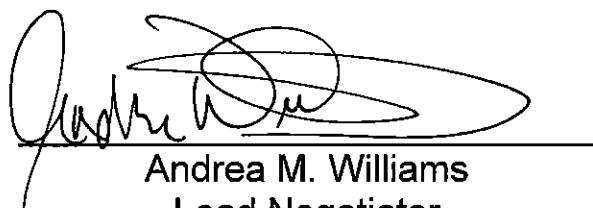
*between*

MIAMI-DADE COUNTY PUBLIC SCHOOLS

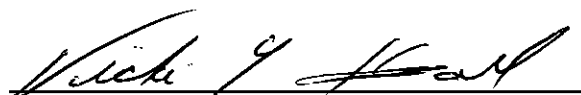
*and*

AMERICAN FEDERATION OF STATE,  
COUNTY, AND MUNICIPAL EMPLOYEES,  
LOCAL 1184

Effective July 1, 2015 through June 30, 2018



Andrea M. Williams  
Lead Negotiator  
Office of Labor Relations  
Miami-Dade County Public  
Schools



Vicki Y. Hall  
President  
American Federation of State,  
County, and Municipal Employees,  
Local 1184

12/13/17  
Date

## ARTICLE XXV -- TERMS OF AGREEMENT AND REOPENING

- 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 Miami-Dade County School Board and ratification by members of the bargaining unit represented by the American Federation of State, County, and Municipal Employees, Local 1184, pursuant to Florida Statutes, Chapter 447.309.
- B. In the event either party does not ratify this Contract, both parties agree to return to the bargaining table for further negotiations.
- C. The terms of this Contract are for three years, provided:
  - 1. The wage agreement provides a salary increase effective July 1, 2017.
  - 2. The terms and conditions of employment will be effective from July 1, 2015, and shall continue until midnight June 30, 2018. By service of written notice of the other party, prior to April 1, the wage and health insurance provisions shall be reopened for each subsequent fiscal/calendar year.
- D. If the Florida Legislature fails to allocate adequate funds to implement the fiscal agreements in this Contract, the School Board and/or the Union may reopen negotiations on such issues.
- E. 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.
- F. During negotiations, unit employees will continue to be governed by the current economic agreement. These provisions will govern until negotiations for the revised economic package have been concluded and agreement is reached or impasse procedures have been exhausted.
- G. Employee wages including step advancements will be frozen at the previous year's rate until completion of negotiations.

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DATED at Miami, Florida, this \_\_\_\_ day of \_\_\_\_\_, 2018.

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

**AMERICAN FEDERATION OF STATE,  
COUNTY, AND MUNICIPAL  
EMPLOYEES, LOCAL 1184**

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

\_\_\_\_\_  
Ms. Vicki Y. Hall      Date  
President

\_\_\_\_\_  
Dr. Martin Karp      Date  
Vice Chair

\_\_\_\_\_  
Mr. Greg Allen      Date  
Sr. Vice President

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

**APPROVED AS TO FORM  
AND LEGAL SUFFICIENCY**

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

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*[Signature]*  
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**MEMORANDUM OF UNDERSTANDING  
2018 HEALTH INSURANCE PLAN**

Pursuant to Appendix II, Section 2.A. of the Labor Contract between the Miami-Dade County Public Schools (M-DCPS) and the American Federation of State, County, and Municipal Employees, Local 1184 (AFSCME), 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 2018 Plan Design which includes Healthcare monthly premiums, contributions and subsidies, 2018 Plan Design changes effective January 1, 2018. This MOU addresses health insurance plan design, including levels of benefits and employer contribution levels.

1. M-DCPS and AFSCME agree to the attached 2018 Healthcare Monthly Premium Equivalents, Contributions and Subsidies for calendar year 2018.
2. For Calendar Year 2018 there will be no changes to employee cost share, and dependent premium to the Cigna LocalPlus Plan, Cigna OAP 20 for employees hired prior to January 1, 2018.
3. M-DCPS and AFSCME agree that the plan designs for both the Cigna LocalPlus and OAP 20 plans will remain the same with the exception of the following enhancements:
  - Reduce Urgent Care Center Co-pay by \$15.00
  - Reduce Seven Classes of Generic Drug Co-pay to \$0.00
  - Reduce Physical, Speech and Occupational Therapy Co-pay by \$15
4. For Calendar Year 2018, 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 91<sup>st</sup> day. Additionally, employee-paid benefits will be effective the first of the month following the first payroll deduction. Any business rules established to determine eligibility for re-hired employees will apply to members of this bargaining unit.
5. New hires will continue to be enrolled in the Cigna LocalPlus Plan from the benefits effective date through the end of the calendar year and may be able to enroll in a plan of their choice, in the following plan year after satisfying 12 months of continuous employment in a benefits-eligible position.
6. For Calendar Year 2018, 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)


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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 AFSCME agree that for the 2018 benefit year, the agreed upon salary band platform will remain in place with the Benefits Salary defined for employees on the B4, B5 and U3 Salary Schedules. The Benefit Salary 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 Benefit Salary determines the employee and dependent healthcare premium contribution, 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. Beginning Calendar Year 2018, there will be new rates for dependent subsidies for employees hired in a benefits eligible position on or after January 1, 2018 as set forth in the attached New Employee Subsidy Table.
9. M-DCPS and AFSCME agree that in keeping with healthcare wellness initiatives, benefit eligible employees will be encouraged to register on [www.mycigna.com](http://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).
10. M-DCPS and AFSCME 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.
11. M-DCPS and AFSCME 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 \$2,650 per calendar year and is determined annually by the Internal Revenue Service (IRS).
12. 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.
13. Employees will continue to be eligible for Group Term Life Insurance and Flexible Benefits as approved by the School Board on October 11, 2017 in Agenda Item E-67.

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14. 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 AFSCME 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.
15. An additional health plan offering such as a large deductible/consumer-driven healthcare option with a health savings account (HSA) component may be offered to benefit eligible employees effective for calendar year 2019 if mutually agreed upon.
16. M-DCPS and AFSCME agree to conduct healthcare sub-committee meetings to discuss various issues on a quarterly basis. By 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.
17. M-DCPS and AFSCME agree to work jointly on healthcare and wellness educational strategies that will be implemented throughout calendar year 2018.
18. M-DCPS agrees to a contribution for calendar year 2018 of \$115 per eligible employee enrolled in the District 2018 health plan to be used for employee paid benefits (Employee Healthcare Cost Share, Vision, Dental, Legal, Term Life, Long Term Disability, ID Watchdog Identity Theft and Hospital Indemnity Insurance), to offset the cost of healthcare coverage or in cash on a payroll basis.
19. This MOU is incorporated into the parties' current Collective Bargaining Agreement and is subject to the grievance and arbitration provisions therein.
20. This MOU is subject to ratification by members of the AFSCME bargaining unit and the School Board.

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DATED at Miami, Florida, this \_\_\_\_\_ day of \_\_\_\_\_, 2017.

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

**AMERICAN FEDERATION OF STATE,  
COUNTY, AND MUNICIPAL EMPLOYEES,  
LOCAL 1184**

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

\_\_\_\_\_  
Ms. Vicki Y. Hall                                      Date  
President

\_\_\_\_\_  
Dr. Martin Karp                                      Date  
Vice Chair

\_\_\_\_\_  
Mr. Greg Allen                                      Date  
Sr. Vice President

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

**APPROVED AS TO FORM  
AND LEGAL SUFFICIENCY**

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

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*[Signature]*  
*12/13/17*



**MIAMI-DADE COUNTY PUBLIC SCHOOLS  
2018 AFSCME Medical Plan Designs**

	DUAL OPTION			
	OAP20		Local Plus	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Deductible (Individual/Family)	\$750/\$1,500	\$1,500/\$3,000	\$750/\$1,500	\$1,500/\$3,000
Out of Pocket Max (Ind/Fam) (incl ded. & copay)	\$4,000/\$8,000	\$8,000/\$16,000	\$4,000/\$8,000	\$8,000/\$16,000
Coinsurance Max	30%	50%	30%	50%
Office Visits				
Primary Care Physician	\$30	50%	\$20	50%
CCN Specialist	\$50	50%	\$50	50%
Non-CCN Specialist	\$70	50%		
Physician, Speech & Occupational Therapies	\$35	50%	\$35	50%
Convenience Care Centers	\$15	50%	\$10	50%
Urgent Care	\$55	\$55	\$55	\$55
Emergency Room	\$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	
Retail Drug Network				
Generic	\$15		\$15	
Brand	\$50		\$40	
Non-Preferred Brand	You pay 50% (\$110 min/\$185 max)		You pay 50% (\$100 min/\$150 max)	
Mail Order Prescription (90 day supply)				
Generic Seven Drug Classes <sup>1</sup>	\$0		\$0	
Generic	\$30		\$30	
Brand	\$125		\$80	
Non-Preferred Brand	You pay 50% (\$275 min/\$413 max)		You pay 50% (\$200 min/\$300 max)	

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

Completed by Aon, 11/17/2017

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**MIAMI-DADE COUNTY PUBLIC SCHOOLS**  
**Proposed AFSCME Healthcare Monthly Premium Equivalents, Contributions and Subsidies**  
**Effective 1/1/2018**

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

EMPLOYEE SALARY BANDS	OAP 20			LOCAL PLUS		
	MONTHLY PREMIUM	BOARD PAYS	EMPLOYEE PAYS	MONTHLY PREMIUM	BOARD PAYS	EMPLOYEE PAYS
<b>Salary Bands 1 (Under \$35K)</b>						
Employee Only	\$718	\$708	\$10	\$717	\$717	\$50
EE + SP/DP	\$1,734	\$1,566	\$168	\$1,732	\$1,574	\$158
EE + CH	\$1,433	\$1,311	\$122	\$1,431	\$1,320	\$111
EE + Family	\$2,750	\$2,424	\$326	\$2,746	\$2,431	\$315
Spouse/Domestic Partner Surcharge	\$41.67	\$0.00	\$41.67	\$41.67	\$0.00	\$41.67
<b>Salary Bands 2 (Over \$35K to \$54K)</b>						
Employee Only	\$718	\$698	\$20	\$717	\$717	\$0
EE + SP/DP	\$1,734	\$1,481	\$253	\$1,732	\$1,500	\$232
EE + CH	\$1,433	\$1,249	\$184	\$1,430	\$1,269	\$183
EE + Family	\$2,750	\$2,265	\$485	\$2,746	\$2,282	\$464
Spouse/Domestic Partner Surcharge	\$41.67	\$0.00	\$41.67	\$41.67	\$0.00	\$41.67
<b>Salary Bands 3 (Over \$55K to \$69K)</b>						
Employee Only	\$718	\$688	\$30	\$717	\$717	\$50
EE + SP/DP	\$1,734	\$1,332	\$402	\$1,732	\$1,389	\$343
EE + CH	\$1,433	\$1,141	\$292	\$1,431	\$1,189	\$242
EE + Family	\$2,750	\$1,976	\$774	\$2,746	\$2,060	\$686
Spouse/Domestic Partner Surcharge	\$41.67	\$0.00	\$41.67	\$41.67	\$0.00	\$41.67
<b>Salary Bands 4 (Over \$70K to \$89K)</b>						
Employee Only	\$718	\$678	\$40	\$717	\$717	\$50
EE + SP/DP	\$1,734	\$1,257	\$477	\$1,732	\$1,296	\$436
EE + CH	\$1,433	\$1,085	\$348	\$1,431	\$1,124	\$307
EE + Family	\$2,750	\$1,836	\$914	\$2,746	\$1,874	\$872
Spouse/Domestic Partner Surcharge	\$41.67	\$0.00	\$41.67	\$41.67	\$0.00	\$41.67
<b>Salary Bands 5 (Over \$90K)</b>						
Employee Only	\$718	\$648	\$70	\$717	\$717	\$50
EE + SP/DP	\$1,734	\$1,041	\$693	\$1,732	\$1,203	\$529
EE + CH	\$1,433	\$924	\$509	\$1,431	\$1,059	\$372
EE + Family	\$2,750	\$1,435	\$1,315	\$2,746	\$1,689	\$1,057
Spouse/Domestic Partner Surcharge	\$41.67	\$0.00	\$41.67	\$41.67	\$0.00	\$41.67

Coverage Tier	OAP 20	Local Plus
Adult Dependent	\$610	\$609

Completed by Aon, 11/17/2017

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**MIAMI-DADE COUNTY PUBLIC SCHOOLS**  
**Proposed AFSCME Healthcare Monthly Premium Equivalents, Contributions and Subsidies**  
**Effective 1/1/2018**

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

EMPLOYEE SALARY BANDS	OAP 20			LOCAL PLUS		
	MONTHLY PREMIUM	BOARD PAYS	EMPLOYEE PAYS	MONTHLY PREMIUM	BOARD PAYS	EMPLOYEE PAYS
<b>Salary Bands 1 (Under \$35K)</b>						
Employee Only	\$718	\$708	\$10	\$718	\$717	\$50
EE + SP/DP	\$1,734	\$1,309	\$425	\$1,732	\$1,317	\$415
EE + CH	\$1,433	\$1,130	\$303	\$1,431	\$1,139	\$292
EE + Family	\$2,750	\$1,909	\$841	\$2,746	\$1,917	\$829
Spouse/Domestic Partner Surcharge	\$41.67	\$0.00	\$41.67	\$41.67	\$0	\$41.67
<b>Salary Bands 2 (Over \$35K to \$54K)</b>						
Employee Only	\$718	\$698	\$20	\$717	\$717	\$0
EE + SP/DP	\$1,734	\$1,246	\$488	\$1,732	\$1,265	\$467
EE + CH	\$1,433	\$1,084	\$349	\$1,431	\$1,103	\$328
EE + Family	\$2,750	\$1,795	\$955	\$2,746	\$1,812	\$934
Spouse/Domestic Partner Surcharge	\$41.67	\$0.00	\$41.67	\$41.67	\$0	\$41.67
<b>Salary Bands 3 (Over \$55K to \$69K)</b>						
Employee Only	\$718	\$688	\$30	\$717	\$717	\$0
EE + SP/DP	\$1,734	\$1,139	\$595	\$1,732	\$1,187	\$545
EE + CH	\$1,433	\$1,005	\$428	\$1,431	\$1,047	\$384
EE + Family	\$2,750	\$1,590	\$1,160	\$2,746	\$1,657	\$1,089
Spouse/Domestic Partner Surcharge	\$41.67	\$0.00	\$41.67	\$41.67	\$0	\$41.67
<b>Salary Bands 4 (Over \$70K to \$89K)</b>						
Employee Only	\$718	\$678	\$40	\$717	\$717	\$0
EE + SP/DP	\$1,734	\$1,083	\$651	\$1,732	\$1,117	\$615
EE + CH	\$1,433	\$963	\$470	\$1,431	\$1,002	\$429
EE + Family	\$2,750	\$1,489	\$1,261	\$2,746	\$1,527	\$1,219
Spouse/Domestic Partner Surcharge	\$41.67	\$0.00	\$41.67	\$41.67	\$0	\$41.67
<b>Salary Bands 5 (Over \$90K)</b>						
Employee Only	\$718	\$648	\$70	\$717	\$717	\$0
EE + SP/DP	\$1,734	\$923	\$811	\$1,732	\$1,057	\$675
EE + CH	\$1,433	\$841	\$592	\$1,431	\$956	\$475
EE + Family	\$2,750	\$1,199	\$1,551	\$2,746	\$1,397	\$1,349
Spouse/Domestic Partner Surcharge	\$41.67	\$0.00	\$41.67	\$41.67	\$0	\$41.67

Coverage Tier	OAP 20	Local Plus
Adult Dependent	\$610	\$609

Completed By Aon, 11/17/2017

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**M-DCPS PROPOSAL #2**

**2017-2018 AFSCME NEGOTIATION PROPOSAL**

**Appendix II – Compensatory Benefits**

Section 2. Insurance and Other Benefits

A. Health Insurance and Flexible Benefits Coverage

2. Coverage for healthcare, life insurance, and short-term disability benefits for full-time employees begins the ninety-first day of employment. Coverage for flexible Employee-paid benefits begin the first of the month following the first payroll deduction date of hire. Coverage for dependents is effective the first of the month following the first payroll deduction. Coverage for all such employees and covered dependents will expire on the last day of the last month of employment. Ten month employees who terminate or retire on the last day of school in June (and their covered dependents) will be carried forward until August 31 of the same year. Coverage for dependents must be continued until the end of the calendar year, unless a family status change occurs, pursuant to Internal Revenue Service rules.

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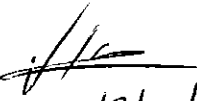
**M-DCPS PROPOSAL #1 (5<sup>th</sup> Revised)**

**APPENDIX III – CLASSIFICATION PLAN AND POLICIES**

**SALARY PROPOSAL**

1. All steps on the B4, B5, and U3 salary schedules will be improved by 2.8% effective July 1, 2017, inclusive of the .1% Contractual Recurring Retention Supplement.

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**M-DCPS PROPOSAL #3**

**APPENDIX III – CLASSIFICATION PLAN AND POLICIES**

**SALARY PROPOSAL (Master Custodian Upgrade)**

Master Custodians on Paygrade 23 on the B4 salary schedule will be upgraded to Paygrade 30, effective July 1, 2017. Salaries will be adjusted to align with the upgrade.

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**M-DCPS PROPOSAL #4**  
**(Counter to AFSCME Proposal of 12/5/2017)**

**ARTICLE XXI – Payroll Deductions for AFSCME, Local 1184 Dues**

J. Deductions for Economic Services

1. The Union reserves the right to endorse up to ~~two~~ four voluntary insurance or other products to be offered to Union members including but not limited to dental, vision, tax shelter annuities, or any other group product, or any other economic service, excluding health insurance of any kind.
  
2. Payroll deduction slots may be used for other economic services, as well as tax deferred annuities, Union benefits programs, etc. and such slots shall be established with mutually agreed to procedures and guidelines as approved by the District. Payroll deduction slots for economic services other than voluntary insurance products shall be effective for one (1) year from ratification and shall be negotiated annually.
  
3. In order to qualify for AFSCME endorsement, insurance carrier(s) and entities or businesses providing such benefit(s) must agree to indemnify, save harmless and defend The School Board of Miami-Dade County, Florida, its employees and agents, from and against any and all claim, liability, losses, causes of action, costs or expense of whatever kind or nature (including, but not by way of limitation, attorney fees) which may arise out of the activities of the insurance carrier or carriers, and any business or entity providing economic services, their agents or employees.

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