

**TENTATIVE AGREEMENT**  
**2019-2020**  
**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, 2018 through June 30, 2021**

Miami-Dade  
County Public Schools

American Federation of State,  
County, and Municipal Employees,  
Local 1184



Andrea M. Williams  
Executive Director



Phyllis A. Leflore  
President

7/15/2020

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, 2019.
  - 2. The terms and conditions of employment will be effective from July 1, 2018, and shall continue until midnight June 30, 2021. By service of written notice of the other party, prior to April 1, the wage, health insurance provisions, and two articles/appendices may 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. These provisions are not subject to the grievance/arbitration procedure or to litigation in any court or tribunal.
- G. Employee wages including step advancements will be frozen at the previous year's rate until completion of negotiations.

AW 7/15/2020  
PC 7/15/2020

DATED at Miami, Florida, this \_\_\_\_ day of \_\_\_\_\_, 2020.

**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. Phyllis A. Leflore      Date  
President

\_\_\_\_\_  
Dr. Steve Gallon III      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

AW 7/15/2020  
PB 7/15/2020



## MEMORANDUM OF UNDERSTANDING 2021 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 strategies contained in this Memorandum of Understanding (MOU) including, but not limited to the attached Healthcare monthly premiums, contributions and subsidies effective no later than January 1, 2021.

1. M-DCPS and AFSCME agree to the attached Healthcare plan designs for Cigna OAP High, Cigna OAP Standard, and Cigna Surefit as well as the attached Monthly Premium Equivalents, Contributions and Subsidies with an effective date no later than January 1, 2021. Open Enrollment will begin at an agreed upon time to provide time to educate our workforce. If employees make changes during a subsequent enrollment period, payroll adjustments will be made retroactive to January 1, 2021. Additionally, employees not participating in the Open Enrollment will be automatically assigned to the Cigna Surefit Plan with employee only coverage. Until the effective date of the new Benefits Plan Year, there will be no changes to employee cost share or dependent premium for the currently offered Cigna LocalPlus Plan, Cigna OAP 10, and Cigna OAP 20.
2. Upon the effective date of the new Benefit Plan Year, New Hires will continue to have a 90-calendar day waiting period for healthcare, life insurance and short-term disability. Coverage for new employee's health, life and short-term disability will 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. New hires will be able to enroll in a plan of choice within 60 days from the date of hire, and if not selecting, they will be auto assigned to the Cigna SureFit Plan. The employee will remain enrolled in this option from the effective date for 12-months, and the balance of the Plan Year in which the 12-months are satisfied.
3. For Calendar Year 2021 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.


  
7-13-2020  
2/13/2020




4. M-DCPS and AFSCME agree that for the 2021 benefit year, the agreed upon salary band platform, which was implemented in 2016, will remain in place with the benefits salary defined for employees on the B4, B5 and U3 Salary Schedules. 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 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).

5. 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).
6. 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.
7. 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 \$2,750 per calendar year and is determined annually by the Internal Revenue Service (IRS).
8. 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.
9. Employees will continue to be eligible for Group Term Life Insurance and Flexible Benefits as approved by the School Board on July 24 & October 2, 2019, Agenda Item E-150 & E-142.
10. M-DCPS will continue to offer a Healthcare Transparency Tool application and will continue to work through the Healthcare Sub-Committee to identify ways to educate employees on use of the tool in order to maximize the use of the tool and incentivize employees towards the providers with the best quality and lowest facility costs.
11. 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.

  
7/13/2020  
7/13/2020

12. M-DCPS and AFSCME agree to work jointly on healthcare and wellness educational strategies that will be implemented throughout calendar year 2020.
13. M-DCPS agrees to a contribution for calendar year 2020 of \$115 per eligible employee enrolled in the District 2020 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.
14. This MOU is incorporated into the parties' current Collective Bargaining Agreement and is subject to the grievance and arbitration provisions therein.
15. This MOU is subject to ratification by members of the AFSCME bargaining unit and the School Board.

  
7-13-2020  
AW 7/13/2020

DATED at Miami, Florida, this XX<sup>th</sup> day of XX, 2020.

**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. Phyllis A. Leflore      Date  
President

\_\_\_\_\_  
Dr. Steven Gallon III      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

  
102  
7/13/2020  
7-13-2020





**MIAMI-DADE COUNTY PUBLIC SCHOOLS**  
New Benefits Plan Year Medical Plan Designs

Benefits	OAP High		OAP Standard		SureFit
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network Only
Deductible (Individual/Family)	\$500/\$1,000	\$1,000/\$2,000	\$750/\$1,500	\$1,500/\$3,000	\$150/\$250
Out of Pocket Max(Ind/Fam)(Ind ded. & copay & Rx)	\$3,000/\$6,000	\$6,000/\$12,000	\$4,000/\$8,000	\$8,000/\$16,000	\$1,500/\$3,000
Coinsurance	30%	50%	30%	50%	30%
Office Visits					
Primary Care Physician OV	\$25/ \$0 M-DCPS Clinic	50% AD	\$30/ \$0 M-DCPS Clinic	50% AD	\$20/ \$0 M-DCPS Clinic
CCN Specialist	\$50	50% AD	\$50	50% AD	\$50
Non-CCN Specialist	\$70	50% AD	\$75	50% AD	N.A.
Physical Therapy	\$35	50% AD	\$55	50% AD	\$35
Speech & Occupational Therapies	\$55	50% AD	\$60	50% AD	\$20 PCP/ \$50 SCP
Chiropractic Care (30 days per year)	\$60	50% AD	\$70	50% AD	\$45
Convenience Care Centers	\$10	50% AD	\$15	50% AD	\$10
Urgent Care	\$40	\$40	\$40	\$40	\$40
Emergency Room	\$350/\$200 preferred facilities	\$350	\$400/\$200 preferred facilities	\$400	\$300/\$150 preferred facilities
Prescription Drug Benefits (50% Retail only out-of-network benefit)					
Prescription Drug Deductible (Ind/Fam)	N/A		N/A		N/A
Retail Drug Network (no coverage for maintenance meds after 3rd fill)					
Generic ADD & ADHD	\$15.00		\$15.00		\$15.00
Generic Seven Drug Classes <sup>1</sup>	\$0		\$0		\$0
Generic <sup>2</sup>	\$20 – no coverage for maintenance meds after 3 <sup>rd</sup> fill		\$20 – no coverage for maintenance meds after 3 <sup>rd</sup> fill		\$15 – no coverage for maintenance meds after 3 <sup>rd</sup> fill
Preferred Brand (Including Specialty Drugs)	\$55 – no coverage for maintenance meds after 3 <sup>rd</sup> fill	50%	\$65 – no coverage for maintenance meds after 3 <sup>rd</sup> fill	50%	\$40 – no coverage for maintenance meds after 3 <sup>rd</sup> fill
Non-Preferred Brand (Including Specialty Drugs)	\$150 – no coverage for maintenance meds after 3 <sup>rd</sup> fill		\$175 – no coverage for maintenance meds after 3 <sup>rd</sup> fill		\$125 – no coverage for maintenance meds after 3 <sup>rd</sup> fill
Mail Order Prescription (90 day supply)					
Generic ADD & ADHD	\$30.00		\$30.00		\$30.00
Generic Seven Drug Classes <sup>1</sup>	\$0		\$0		\$0
Generic <sup>2</sup>	\$40	N/A	\$40	N/A	\$30
Preferred Brand (Including Specialty Drugs)	\$140		\$160		\$80
Non-Preferred Brand (Including Specialty Drugs)	\$375		\$435		\$315

<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

<sup>2</sup> For OAP High and Standard plans only - copay is \$15 for ADD and ADHD medications

<sup>3</sup> For OAP High and Standard plans only - copay is \$30 for ADD and ADHD medications

7-13-2020





**MIAMI-DADE COUNTY PUBLIC SCHOOLS**  
**Proposed Healthcare Monthly Premium Equivalents, Contributions and Subsidies**  
**No later than 01/01/2021**  
**Premium Rates and Contributions (For Employees Hired Before 1/1/2018)**

EMPLOYEE SALARY BANDS	2020 Rates			SureFit		
	OAP High	OAP Standard	OAP High	OAP Standard	SureFit	Employee Payroll Cost
<b>Salary Bands 1 (Under \$35K)</b>						
Employee Only	\$771	\$732	\$746	\$14	\$724	\$0
EE + SP/DP	\$1,860	\$1,617	\$1,800	\$183	\$1,587	\$159
EE + CH	\$1,537	\$1,354	\$1,488	\$134	\$1,443	\$112
EE + Family	\$2,951	\$2,503	\$2,856	\$353	\$2,770	\$318
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	\$771	\$721	\$746	\$25	\$724	\$0
EE + SP/DP	\$1,860	\$1,528	\$1,800	\$272	\$1,746	\$234
EE + CH	\$1,537	\$1,290	\$1,488	\$198	\$1,443	\$164
EE + Family	\$2,951	\$2,338	\$2,856	\$518	\$2,770	\$468
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	\$771	\$711	\$746	\$35	\$724	\$0
EE + SP/DP	\$1,860	\$1,374	\$1,800	\$426	\$1,746	\$346
EE + CH	\$1,537	\$1,177	\$1,488	\$311	\$1,443	\$244
EE + Family	\$2,951	\$2,038	\$2,856	\$818	\$2,770	\$692
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	\$771	\$701	\$746	\$45	\$724	\$0
EE + SP/DP	\$1,860	\$1,296	\$1,800	\$504	\$1,746	\$440
EE + CH	\$1,537	\$1,119	\$1,488	\$369	\$1,443	\$310
EE + Family	\$2,951	\$1,893	\$2,856	\$963	\$2,770	\$880
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	\$771	\$659	\$746	\$76	\$724	\$0
EE + SP/DP	\$1,860	\$1,072	\$1,800	\$728	\$1,746	\$533
EE + CH	\$1,537	\$945	\$1,488	\$536	\$1,443	\$375
EE + Family	\$2,951	\$1,471	\$2,856	\$1,380	\$2,770	\$1,066
Spouse/Domestic Partner Surcharge	\$41.67	\$0.00	\$41.67	\$41.67	\$0.00	\$41.67

Coverage Tier	OAP High	OAP Standard	SureFit
Adult dependent	\$655	\$634	\$615

Completed by Aon, 2/5/2020  
 7-13-2020  
 7/13/2020





# MIAMI-DADE COUNTY PUBLIC SCHOOLS Proposed Healthcare Monthly Premium Equivalents, Contributions and Subsidies Effective 1/1/2020

## MIAMI-DADE COUNTY PUBLIC SCHOOLS

### Proposed Healthcare Monthly Premium Equivalents, Contributions and Subsidies

No Later than 01/01/2021

Premium Rates for Employees Hired After 1/1/2018

EMPLOYEE SALARY BANDS	OAP High			OAP Standard			SureFit		
	MONTHLY PREMIUM	BOARD PAYS	EMPLOYEE PAYS	MONTHLY PREMIUM	BOARD PAYS	EMPLOYEE PAYS	MONTHLY PREMIUM	BOARD PAYS	EMPLOYEE PAYS
<b>Salary Bands 1 (Under \$35K)</b>									
Employee Only	\$771	\$737	\$34	\$746	\$732	\$14	\$724	\$724	\$0
EE + SP/DP	\$1,860	\$1,364	\$496	\$1,800	\$1,352	\$448	\$1,746	\$1,328	\$418
EE + CH	\$1,537	\$1,176	\$361	\$1,488	\$1,168	\$320	\$1,443	\$1,149	\$294
EE + Family	\$2,951	\$2,005	\$946	\$2,856	\$1,972	\$884	\$2,770	\$1,934	\$836
SP/DP Surcharge	\$41.67	\$0.00	\$41.67	\$41.67	\$0.00	\$41.67	\$41.67	\$0.00	\$41.67
<b>Salary Bands 2 (Over \$35K to \$54K)</b>									
Employee Only	\$771	\$722	\$49	\$746	\$721	\$25	\$724	\$724	\$0
EE + SP/DP	\$1,860	\$1,295	\$555	\$1,800	\$1,286	\$514	\$1,746	\$1,276	\$470
EE + CH	\$1,537	\$1,127	\$410	\$1,488	\$1,119	\$369	\$1,443	\$1,112	\$331
EE + Family	\$2,951	\$1,880	\$1,071	\$2,856	\$1,853	\$1,003	\$2,770	\$1,828	\$942
SP/DP Surcharge	\$41.67	\$0.00	\$41.67	\$41.67	\$0.00	\$41.67	\$41.67	\$0.00	\$41.67
<b>Salary Bands 3 (Over \$55K to \$69K)</b>									
Employee Only	\$771	\$708	\$63	\$746	\$711	\$35	\$724	\$724	\$0
EE + SP/DP	\$1,860	\$1,183	\$677	\$1,800	\$1,175	\$625	\$1,746	\$1,197	\$549
EE + CH	\$1,537	\$1,043	\$494	\$1,488	\$1,037	\$451	\$1,443	\$1,056	\$387
EE + Family	\$2,951	\$1,655	\$1,296	\$2,856	\$1,640	\$1,216	\$2,770	\$1,672	\$1,098
SP/DP Surcharge	\$41.67	\$0.00	\$41.67	\$41.67	\$0.00	\$41.67	\$41.67	\$0.00	\$41.67
<b>Salary Bands 4 (Over \$70K to \$89K)</b>									
Employee Only	\$771	\$694	\$77	\$746	\$701	\$45	\$724	\$724	\$0
EE + SP/DP	\$1,860	\$1,124	\$736	\$1,800	\$1,118	\$682	\$1,746	\$1,132	\$614
EE + CH	\$1,537	\$998	\$539	\$1,488	\$994	\$494	\$1,443	\$1,011	\$432
EE + Family	\$2,951	\$1,558	\$1,393	\$2,856	\$1,536	\$1,320	\$2,770	\$1,540	\$1,230
SP/DP Surcharge	\$41.67	\$0.00	\$41.67	\$41.67	\$0.00	\$41.67	\$41.67	\$0.00	\$41.67
<b>Salary Bands 5 (Over \$90K)</b>									
Employee Only	\$771	\$659	\$112	\$746	\$670	\$76	\$724	\$724	\$0
EE + SP/DP	\$1,860	\$948	\$912	\$1,800	\$951	\$849	\$1,746	\$1,066	\$680
EE + CH	\$1,537	\$859	\$678	\$1,488	\$868	\$620	\$1,443	\$965	\$478
EE + Family	\$2,951	\$1,227	\$1,724	\$2,856	\$1,234	\$1,622	\$2,770	\$1,410	\$1,360
SP/DP Surcharge	\$41.67	\$0.00	\$41.67	\$41.67	\$0.00	\$41.67	\$41.67	\$0.00	\$41.67
Coverage Tier	OAP High	OAP Standard	SureFit						
Adult dependent	\$655	\$634	\$615						

AP 7-13-2020  
7-13-2020  
Completed By Aon, 10/22/2017

MDCPS and AFSCME Local 1184 JOINT PROPOSAL  
MDCPS Counter to Union Proposal of 2/13/2020  
July 13, 2020

**APPENDIX III -- CLASSIFICATION PLAN AND POLICIES**

**L. EXTRA-TIME PAY FOR SCHOOL BUS DRIVERS**

1. Effective July 1, 2019, permanent school bus drivers shall be guaranteed a daily task assignment of at least seven hours per day or 35 hours per week and shall be paid at their regular rate for all hours which they are required to work beyond their regular daily task assignment, up to an aggregate maximum of 40 hours per week. Bus Aide hours will continue to be aligned to the guaranteed minimum hours of Bus Drivers. A daily task assignment guarantee of five hours applies to summer school.

AW 7/15/2020  
P2 7/15/2020



AFSCME LOCAL 1184 and MDCPS RE-OPENER NEGOTIATIONS

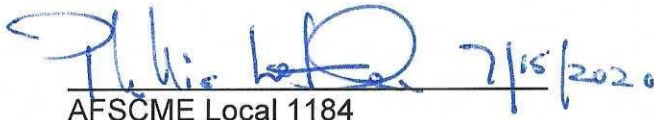
AFSCME LOCAL 1184 PROPOSAL  
July 15, 2020

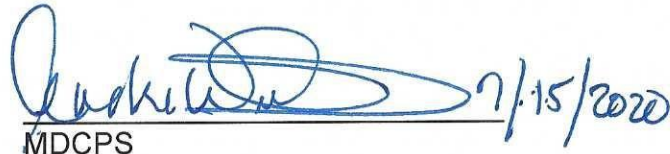
**ARTICLE XXI -- PAYROLL DEDUCTIONS FOR AFSCME, LOCAL 1184 DUES**

J. Deductions for Economic Services

1. The Union reserves the right to endorse up to four voluntary insurance or other products to be offered to union members including but not limited to dental, vision, tax sheltered 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 benefit 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.~~ may be renegotiated at the request of either party after a period of two years from ratification of the agreement.
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.

Tentatively Agreed to by:

  
AFSCME Local 1184

  
MDCPS


## **M-DCPS PROPOSAL #1**

(Counter to AFSCME Proposal of 7/13/2020)

### **APPENDIX III – CLASSIFICATION PLAN AND POLICIES**

#### **SALARY PROPOSAL**

1. The B4 salary schedule, steps 02-16 will be improved by 3.0% effective July 1, 2019. Employees will remain on their current salary step.
2. The B5 salary schedule, steps 01-13 will be improved by 3.0% effective July 1, 2019. Employees will remain on their current salary step.
3. The U3 salary schedule, steps 04-17 will be improved by 3.0% effective July 1, 2019. Employees will remain on their current salary step.
4. The Safety Proficiency Supplement negotiated in 2018-2019 will continue for 2019-2020. This supplement must be negotiated annually.
5. Due to current COVID-19 conditions and deep sanitation requirements, additional training has been required of Custodians. Because of the need for this specialized training, full-time Custodians will be compensated with a stipend of \$265.00. As conditions continue to evolve and needs are assessed, the parties agree to meet to discuss the extent, scope, and procedural requirements further affecting Custodians during the COVID-19 pandemic. Furthermore, the parties agree to review the stipend as circumstances warrant for the 2020-2021 school year.

 7/15/2020  
PN 7/15/2020

MDCPS and AFSCME Local 1184 JOINT PROPOSAL  
MDCPS Counter to Union Proposal of 2/13/2020  
July 15, 2020

**Potential Disinfecting Procedures**

Once a clear opening of schools procedure has been established, the parties agree to meet to discuss the extent, scope, and procedural requirements affecting School Bus Drivers and Bus Aides during the COVID-19 pandemic. Furthermore, the parties agree to negotiate potential compensation for said sanitation requirements. The parties will continue to meet as circumstances warrant.

7-15-2020  
AD 7/15/2020