

ARTICLE I -- PREAMBLE

Section 1. Meeting the educational needs of the children, youth, and adults of Miami-Dade County requires the full and effective cooperative effort of all members of the staff of the Miami-Dade County Public Schools.

Section 2. This Contract is between The School Board of Miami-Dade County, Florida, hereinafter called the School Board or Miami-Dade County Public Schools (M-DCPS) or the Employer, and the American Federation of State, County, and Municipal Employees, Local 1184, hereinafter called AFSCME, Local 1184 or the Union (an affiliate of Florida Public Employees Council 79 of the American Federation of State, County, and Municipal Employees, AFL-CIO), which represents employees as certified by order of the Public Employees Relations Commission (PERC) in Certification Number 600. The parties recognize and declare that quality service is necessary to provide a quality education. It is the intent and purpose of the parties hereto that this Agreement shall promote and insure a spirit of confidence and cooperation between the School Board and its employees.

Section 3. The School Board and the Superintendent of Schools have the constitutional and statutory authority, respectively, for the operation of M-DCPS in addressing the educational needs of M-DCPS.

Section 4. It is the purpose of this Agreement to provide, where not otherwise mandated by Constitution or Statute, for the salary structure, fringe benefits, and employment conditions of the employees covered by this Agreement; to prevent interruption of work and interference with the efficient operation of the school system; and to provide an orderly, prompt, peaceful, and equitable procedure for the resolution of differences; and the promotion of harmonious relations between the School Board and AFSCME, Local 1184.

Section 5. Nothing contained herein shall be construed to deny employees of their rights and/or obligations under State Law, State Board of Education Regulations, or current School Board Rules. Such Board Rules, as determined by the M-DCPS/AFSCME, Local 1184 Labor-Management Committee, shall subsequently be made a part of the contract by reference.