

## ARTICLE XXV -- TERM 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 agreements effective July 1, 2005 shall continue until midnight June 30, 2006.
  - 2. The terms and conditions of employment will be effective from July 1, 2003 and shall continue until midnight, June 30, 2006 provided, however, that each party may also reopen one article/appendix for reopener negotiations by service of written notice on the other contract party no later than April 1.
- D. If the Florida Legislature fails to allocate adequate funds to implement the fiscal agreements in this Contract, the 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.

This Contract shall continue in full force and effect until midnight, June 30, 2006.

DATED at Miami, Florida, this 16<sup>th</sup> day of November, 2005.

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

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

By \_\_\_\_\_  
Frank J. Bolaños  
Chair

By \_\_\_\_\_  
Sherman Henry  
President

By \_\_\_\_\_  
Dr. Robert B. Ingram  
Vice Chair

By \_\_\_\_\_  
Dr. Rudolph F. Crew  
Superintendent of Schools