

ARTICLE XVIII -- OTHER BENEFITS

Section 1. Blood Bank and Donors

Employees wishing to donate blood, without remuneration, shall be granted reasonable leave, without loss of pay, for the purpose of donating blood.

Section 2. Safe Driving Awards

A permanent employee who drives or operates mobile equipment 50 percent or more of the time in performance of duties and any employee who possesses a C.D.L. Class A or B license shall receive awards for safe driving. After the third year, the employee will receive an appropriate award, as recommended by the Labor-Management Committee, for each consecutive year of safe driving completed. Should a driver have a preventable accident, that driver's record for purposes of this provision starts over the first day after the accident.

Section 3. Tools and Uniforms

A. Uniform Allowance

1. Employees, in order to qualify for the annual uniform allowance, shall wear the prescribed uniform while performing their duties during normal working hours and scheduled overtime. Employees are responsible for keeping their uniforms neat and clean. Footwear must conform to common industry safety standards.
2. CUSTODIAL: Light blue shirt/blouse (with collar) and dark blue pants (no denim) or dress.
3. GENERAL SERVICES (where applicable): Light blue shirt/blouse (with collar) and dark blue pants or dress.
4. FOOD SERVICE: White pants/pants suit; white shirt/blouse, skirt, or dress; hair net or other white hair covering.
5. BUS DRIVERS/BUS AIDES: White shirt/blouse with collar. Jacket, vest, skirt, and/or full-length pants must be dark blue (no denim or spandex). Bermuda-type shorts or culottes (knee-length) are authorized.
6. DRIVER TRAINERS/COMMERCIAL DRIVER LICENSE TRAINERS: Light blue shirt/blouse with collar. Jacket, vest, skirt, and/or full-length pants must be dark blue (no denim). Bermuda-type shorts or culottes (knee-length) are authorized for the Summer School Session.
7. FIELD OPERATIONS SPECIALIST: Light gray shirt/blouse with collar. Skirt and/or full length pants or shorts must be black (no denim). Brass name tag over left pocket with field specialists patch over arms.

8. VEHICLE MECHANICS/VEHICLE SERVICE MECHANICS, AUTOMOTIVE PAINT AND BODY WORKERS: Blue button down shirt/blouse with collar, dark blue pants and safety shoes conforming to industry standards.
9. Continued failure to wear a prescribed uniform may result in appropriate disciplinary action, including loss of the uniform allowance.
10. The uniform allowance will be paid to eligible employees on or before May 31 of the work year on a tax-free basis in the amount of \$175. New employees upon completion of the probationary period will receive an initial uniform allowance of \$250.
11. Employees required to wear work uniforms, as prescribed herein, will be exempt from such requirements for the following specific dates or events;

AFSCME, Local 1184 Union Days (6) (Annually)
ROAD-E-O Days
School Spirit Days
National School Breakfast and Lunch Weeks
Department of Food and Nutrition Special Promotions

The Union may request additional dates or events for exemption, subject to the approval of the Assistant Superintendent for School Operations. Request for date(s) to be designated as Union day(s) shall be submitted at least two weeks in advance of such date(s).

B. Hand Tool Allowance

An annual hand tool allowance will be paid to those Maintenance and Transportation employees qualifying under the terms stipulated in Appendix V. The annual payment of an allowance for the upkeep and replacement of hand tools will be calculated based upon agreed values increased by the percentage increase in the Hand Tools category #1042 of the U. S. Department of Labor, Bureau of Labor Statistics, for the month of July of that year.

Section 4. Unemployment Compensation (Refer to Appendix II)

The current Board policy to comply with State Statutes shall continue in force and effect.

Section 5. Insurance (Refer to Appendix II)

Section 6. Retirement

The current Board policy and practice shall continue in force and effect.

Section 7. Mileage

Employees whose duties for the school system require them to travel within the county from their official headquarters to other locations shall be reimbursed for travel in a privately-owned vehicle on the basis of the maximum mileage allowance under Florida law. Mileage allowance shall be computed at the maximum allowable rate per mile for distance

actually traveled on official business, as established in Florida Statutes.

Section 8. Parking Supplements

Permanent employees at Southside Elementary School who drive to work and utilize parking provided by the City of Miami Off-Street Parking Authority adjacent to the school shall be paid an annual parking supplement in the amount of \$250. To be eligible, employees will be required to certify to the Southside Elementary School principal that they are driving to work and parking their vehicles in said spaces. The supplement will be incorporated in the eligible employees' daily rates of pay until such time as the Board provides other parking space or facilities.

Section 9. Vehicle Mechanic Incentive Program

Full-time permanent and full-time probationary vehicle mechanics who receive and maintain Automotive Service Excellence (ASE) certification shall receive a credential payment of \$.30 per hour/per certificate, up to a maximum of \$4.20 per hour for all 14 ASE tests, effective the beginning of the first pay period of July 2000.

Section 10. Hazardous Duty Pay

Hazardous duty pay shall be paid to employees who, after receiving prior permission from the appropriate bureau/office head or designee, performs specifically assigned tasks that involve:

Working on a hanging or swing stage or fixed scaffolding where a free fall of over 40 feet is possible.

\$1.25 per hour

Performing "Operations and Maintenance" (O & M) cleaning related to asbestos material abatement and requiring the use of protective clothing, devices, and equipment.

\$1.25 per hour

Sanding, grinding, and replacing automobile and truck body parts, and applying primer and finish coats of paint to such automotive equipment.

\$1.25 per hour

Section 11. Custodial Salary Supplement

Full-time custodians who receive official State Custodian and/or State Master Custodian certification from M-DCPS Adult Education Programs shall be eligible for a salary supplement. Such benefit shall not be retroactive but will be effective from the date on which Human Resources receives official documentation regarding such certification and shall be paid in the following manner: \$260 at the completion of each certification, to be paid in a lump sum. Subsequent to the lump sum payment, the hourly wage will be increased by \$.26 for each certificate earned and documented, effective with the first pay period subsequent to the receipt of this documentation.

Section 12. Florida Prepaid College Program

The School Board of Miami-Dade County, Florida shall provide payroll deduction services to full-time employees for the purpose of purchasing prepaid contracts to guarantee tuition at Florida state universities and community colleges, and dormitory housing at the state universities, pursuant to the Florida Prepaid College Program.

The School Board of Miami-Dade County, Florida shall collect and transmit such monies as are sufficient to provide for the full payment, pursuant to the terms and conditions contained in the authorization contract signed by employees who authorize such check-off from their salaries.

Detailed and specific procedures for implementation of such payroll deductions are hereby incorporated and made part of this Agreement.

Section 13. Education Assistance Fund

The Board agrees to provide tuition reimbursement to employees for courses completed at local accredited institutions of higher learning or post-secondary/vocational/technical centers under the following conditions:

1. To be eligible for tuition or registration reimbursement, courses must be a part of a formal program leading to a certificate, diploma, Associate or Bachelor's degree and must strengthen job skills and improve effectiveness.
2. Prior approval by the responsible Bureau head or designee.
3. Employees seeking an Associate's or Bachelor's degree shall be eligible for up to nine credits per fiscal year. Reimbursement shall not exceed \$70 per semester hour or the equivalent.
4. To obtain tuition reimbursement, the employee shall submit to the Administrative Director, Compensation Administration, or designee:
 - (a) the official transcript (with raised seal) indicating successful completion of the course(s) with a grade of B or better and the credits earned; and,
 - (b) verification from the college or university of the tuition paid.
5. Request for tuition reimbursement must be submitted no later than three months after the term/semester during which the course was completed.
6. The total reimbursement program for the bargaining unit shall not exceed \$15,000 per fiscal year and will be awarded to employees on a first-come, first-serve basis.

Section 14. Assignment of Students

All permanent full-time and permanent part-time employees who wish to enroll their children at a school site closest to the employee's permanent assigned work location shall not be prohibited from doing so, as long as the requested student transfer does not exceed the caps, as established by Board Rule 6Gx13-5A.08 -- Student Transfers, except as deemed appropriate by the Division of Attendance Services. No student transfer shall be

authorized under any circumstances that will have a negative impact on student racial ratios or which will exceed 115 percent of permanent program capacity when an administrative transfer is sought.

Section 15. Personal Property Loss Fund

The Board agrees to maintain a Personal Property Loss Fund of \$10,000. Guidelines for utilization of the fund shall be in compliance with Board Rules governing such expenditure of funds. Loss or damage to personal property (exclusive of personal vehicle, cash, and tools) during the regular working day is to be covered. The parties further agree to establish, jointly, guidelines for the administration of the Personal Property Loss Fund.