

ARTICLE XXV -- EDUCATION AND TRAINING

Section 1. Firearms Training

Each member must qualify, in accordance with department Standard Operating Procedures, one out of the two training sessions. Employees who fail to qualify will be provided remedial training at the Board's expense.

Section 2. Training Programs

A. Training for Initial Certification

The Board agrees to pay for the costs (i.e., salary, tuition, and registration fees) of police academy training for employees hired on or after July 1, 1983 who lack proper certification when hired by the Board. Such employees who receive Board-paid police academy training agree to work for the Board for a minimum period of 36 months after successful completion of said training. If the employee voluntarily terminates prior to completing a minimum of 36 months of service, he/she shall repay the Board for the cost of such training, pursuant to the following schedule, unless he/she can show a situation has developed that is beyond the control of the individual that could mitigate the payback of monies, as decided by the Chief after review of the individual case:

If the employee voluntarily terminates during:

MONTH	MONTH	MONTH
1 \$36,000	13 \$24,000	25 \$12,000
2 \$35,000	14 \$23,000	26 \$11,000
3 \$34,000	15 \$22,000	27 \$10,000
4 \$33,000	16 \$21,000	28 \$9,000
5 \$32,000	17 \$20,000	29 \$8,000
6 \$31,000	18 \$19,000	30 \$7,000
7 \$30,000	19 \$18,000	31 \$6,000
8 \$29,000	20 \$17,000	32 \$5,000
9 \$28,000	21 \$16,000	33 \$4,000
10 \$27,000	22 \$15,000	34 \$3,000
11 \$26,000	23 \$14,000	35 \$2,000
12 \$25,000	24 \$13,000	36 \$1,000

The FOP shall not be held responsible if the District is unable to collect the repayment from the employee.

- B. All training required by the administration will be provided to unit members during the employee's on-duty hours, when at all possible. An employee who is scheduled for mandatory training during non-duty hours will have their work schedule adjusted for the duration of such training. Training programs shall be assigned in proper order and sequence to ensure State certification for the courses taken. All tuition and/or registration fees will be paid for courses required by the administration.
- C. All bargaining unit members shall attend a certified Red Cross First Aid course in order to obtain cardiopulmonary resuscitation (CPR) and First Aid instruction, as outlined in B. above.
- D. Training in the use of impact weapons shall be provided to all unit members issued such weapons.
- E. An employee may enroll in a training course/program offered during non-duty hours, unless the Chief of School Police, determines that the course/program is unrelated to, or is inconsistent with the mission and operation of the School Police. Assigned patrol vehicles shall not be utilized for travel to and from training sites. The employee who participates in such training shall not have access to the coverage of the employer's liability and workers' compensation insurance.
- F. Training courses that are not mandatory for re-certification will be posted and offered by seniority.
- G. The School Police will post all training opportunities offered by M-DCPS or other law enforcement agencies/institutions upon receipt of such information.

Section 3. Promotional Procedures

- A. The Board shall announce promotional examinations at least 30 days in advance of the application deadline. The Board shall provide a list of reference material and resource material from which the examination will be produced. Eligibility to apply for a promotion shall be based on the employee's status on the date of the application deadline. In addition, an employee must not have any record of discipline in the employee's personnel file relating to serious job related incidents within the previous six months.
- B. The Board shall fill promotional vacancies prior to the expiration of an existing eligibility list; however, this provision may be waived in the event of budgetary constraints.
- C. The Board shall continue to have the right to affect revisions in promotional examination procedures and criteria. The Board will meet with representatives of the FOP in conjunction with the promotional examination announcement for the purpose of discussing the testing procedures and scoring methodology to be utilized in the upcoming promotional examination process. Additionally, either party may request a meeting at any time to discuss this subject matter.

- D. Promotion lists for sergeants and lieutenants will be in effect for two years. Assessments will be completed and a new promotional list will be revised bi-annually.

Section 4. Educational Assistance

The Board agrees to provide tuition reimbursement to employees for courses completed at local accredited institutions of higher learning under the following conditions:

- A. To be eligible for tuition reimbursement, courses must be a part of a formal program leading to an Associate's, Bachelor's, Master's, or Doctoral degree, and must strengthen professional skills and improve effectiveness in performance of the employee's duties.
- B. Prior approval by the Chief of School Police, or his/her designee, is needed. Such approval shall be in accordance with Educational Assistance Program criteria established in Appendix C.
- C. The total tuition reimbursement program shall not exceed \$9,000 per fiscal year and will be awarded to employees on a first-come, first-serve basis in the following priority order:
 - 1. Employees seeking an Associate's degree shall be eligible for up to 12 undergraduate credits per fiscal year.
 - 2. Employees seeking a Bachelor's degree shall be eligible for up to 12 undergraduate credits per fiscal year.
 - 3. Employees seeking a Master's/Doctoral degree shall be eligible for up to nine graduate credits per fiscal year.

Reimbursement shall not exceed \$100 per semester hour or the equivalent. Reimbursements shall occur on or about October 1 of each year for the previous fiscal year.

- D. To obtain tuition reimbursement, the employee shall submit to the Administrative Director, Compensation Administration, or his/her designee:
 - 1. 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
 - 2. verification from the college/university of the tuition paid.
- E. Requests for tuition reimbursement must be submitted no later than three months after the term/semester during which the course was completed.

Section 5. Law Enforcement Education Incentives

All employees will be paid the appropriate monies for all salary incentive courses, Associate of Arts Degree, and Bachelor's Degree obtained, as prescribed by Florida State Statutes 943.