BAAQMD (Air District) and the Employees Association (EA)

Tentative Agreement

11.15 Job Related Education

1. Each year, the District shall apportion up to $10,000 to allow for reimbursements of up to $2,000.00 per employee for those employees who attend and successfully complete job-related educational courses or seminars. Such reimbursement will be paid upon proof of completion of any approved course. Employees wishing to take educational or other professional courses must obtain prior approval from the HRO before taking the course in order to be reimbursed.

SKILL ENHANCEMENT PURSUITS

B Each year, the District shall apportion an amount up to $10,000 to allow for reimbursements of up to $1,500.00 per employee for those employees who attend and successfully complete skills enhancement course. Such reimbursement will be paid upon proof of completion in any approved course. Employees wishing to take skills enhancement courses must obtain prior approval from the HRO before taking the course in order to be reimbursed.

4. STUDENT LOAN REPAYMENT PROGRAM:

Each year, the District shall apportion an amount up to $10,000 to be used by employees to repay student loans. To remain eligible, participating employees must continue to make minimum monthly payments to their loan servicer in addition to the assistance received under this program. Student loan assistance payments will be made in amounts of up to $1,000.00 per year per participating employee. This program will be administered on a first-come first- served basis.

By signing below, the parties agree to recommend approval of this tentative agreement.

For the Air District/Date

For the Employee Association/Date