

Dr. Marta Pérez, Board Member

Co-Sponsors:      Ms. Perla Tabares Hantman, Chair  
                             Dr. Martin Karp, Vice Chair  
                             Ms. Susie V. Castillo  
                             Dr. Steve Gallon III  
                             Ms. Maria Teresa Rojas

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**SUBJECT:                ERGONOMICS**

**COMMITTEE:          PERSONNEL, STUDENT, SCHOOL & COMMUNITY SUPPORT**

**LINK TO STRATEGIC**

**BLUEPRINT:            SAFE, HEALTHY AND SUPPORTIVE LEARNING ENVIRONMENT**

The health and safety of our employees have a direct impact on student learning. Promoting health and safety supports our mission of delivering a world class education to our students.

Millions of Americans suffer from debilitating lower back pain, muscle stiffness, shoulder pain and other ailments of the joints and muscles. Many are caused by illnesses such as arthritis or accidental injury, but all are aggravated by poor posture and improper work habits. This can result in unnecessary pain and suffering, decreased productivity, and higher healthcare costs.

Ergonomics, defined as the “science of designing the workplace” plays a vital role in employee health. Numerous employees in our organization are in positions that require prolonged periods of sitting or standing and engaging in repetitive-motion tasks. Without an ergonomically-sound workplace they may eventually experience aches and pains.

Many individuals are unaware that minimal and cost-free adjustments to their workplace environment can help prevent and/or mitigate pain or injury due to repetitive-motion tasks. Additionally, simple and brief stretching exercises, e.g., neck and shoulder rolls and short brisk walks during scheduled breaks, can alleviate muscle tension and strain.

We have the resources to educate our workforce on the importance of ergonomics. Our Wellness Advisory Committee can offer recommendations and our healthcare partners may be engaged in developing a districtwide awareness campaign tailored to all employees.

This item has been reviewed and approved by the School Board Attorney’s office as to form and legal sufficiency.

**Revised  
H-4**

**ACTION PROPOSED BY  
DR. MARTA PEREZ:**

That The School Board of Miami-Dade County, Florida, support the Superintendent in engaging the assistance of:

1. the Wellness Advisory Committee in developing any recommendations with respect to increasing awareness among our employees of the importance of ergonomics; and
2. our healthcare partners to explore the feasibility of conducting an awareness campaign with our employees to educate them on the importance of ergonomics.