

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION/FLORIDA PUBLIC SERVICES UNION (SEIU/FPSU)**

SEIU/FPSU Recruitment Incentive Program

The School District of Palm Beach County ("District") and the Service Employees International Union/Florida Public Services Union ("SEIU") agree to this Memorandum of Understanding as evidenced by the signatures below. The District and SEIU shall be collectively referred to as "the Parties". The Parties agree as follows:

Recruitment Incentive: In an effort to attract qualified, experienced employees, the District is implementing a recruitment incentive program for school bus drivers. New hires in the position of Bus Driver I, upon successful completion of their probationary period, and employees who transfer into the position of Bus Driver I will receive a one-time recruitment incentive as follows:

- Sign-on Bonus for Non-CDL Holders: \$2,500
- Sign-on Bonus for Current CDL Holders: \$5,000


General Provisions

The sign-on bonus amounts will be as shown above, minus standard deductions, and will be paid in the paycheck following completion of the employee's probationary period. To be eligible for the CDL Holder bonus of \$5,000, the employee must hold a current and valid Commercial Driver License (CDL) issued by the Florida Department of Highway Safety and Motor Vehicles (FLHSMV) at the time of hire. Those who are not eligible to receive the recruitment incentive for a bus driver position include:

- former employees who were employed by the District as a bus driver within the last twelve (12) months of their effective start date

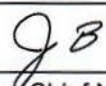
Term of Agreement: The effective date of this Agreement shall be the date upon which the Agreement has been signed and dated by both Parties below. The District reserves the right to discontinue this Recruitment Incentive Program as it deems appropriate. Should the program be discontinued, the union will be notified.

For the Service Employees International Union/Florida Public Services Union



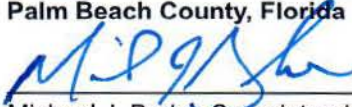
Alphonso Mayfield, President

Date: August 12, 2024




Joseph Brenner, Chief Negotiator

For the School District of Palm Beach County, Florida



Michael J. Burke, Superintendent


Date: 8/19/24



Heather Frederick, Chief Financial Officer



Joseph Sanches, Chief Operating Officer



Timothy Kubrick (Aug 16, 2024 13:21 EDT)
Tim Kubrick, Chief of Human Resources /
Chief Negotiator



Shane Searchwell, Director of Transportation