

MEMORANDUM OF UNDERSTANDING
Between
The School District of Palm Beach County, Florida
And
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

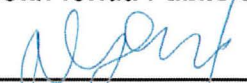
General Provisions

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

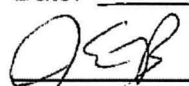
Term of Agreement: The effective date of this Agreement shall be the date upon which the Agreement has been signed and dated by both Parties below. This Agreement shall remain in effect through June 30, 2024. The Parties also agree that this Recruitment Incentive replaces the previously agreed upon Incentive for the 2022-2023 school year. Any employee hired under the previous MOU will receive that Recruitment Incentive in place at the time of the employee's effective start date.

For the Service Employees International Union/Florida Public Services Union



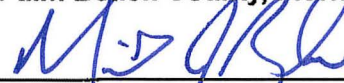
Alphonso Mayfield, President

Date: 5/9/2023



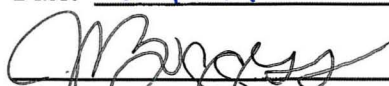
Joseph Brenner, Chief Negotiator

For the School District of Palm Beach County, Florida




Michael J. Burke, Superintendent

Date: 5/24/23



John Anthony Boggess, Chief of Staff



Heather Frederick, Chief Financial Officer

Joseph Sanches

Joseph Sanches, Chief Operating Officer

S Searchwell

Shane Searchwell, Director of Transportation

Tim Kubrick

Tim Kubrick, Director of Labor Relations