

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 (Regular, Supervisory, Paraprofessionals II & Early Childhood Professionals) Retention and Recruitment Incentive Program

This Memorandum of Understanding is entered into this _____ day of October, 2021, between The School District of Palm Beach County ("District") and the Service Employees International Union-Florida Public Services Union ("SEIU"). The District and SEIU shall be collectively referred to as "the Parties". The Parties agree as follows:

Retention Incentive: In an effort to thank the bargaining unit members of FPSU-SEIU (Regular, Supervisory, Paraprofessionals II & Early Childhood Professionals) for their admirable service during a pandemic, employees employed in an active status as of the date of this MOU will receive a one-time retention incentive of one thousand dollars (\$1,000), minus standard deductions, to be paid no later than November 26, 2021 for their service during the SY 21-22. Any employee currently within their probationary period with the District, will receive the retention incentive upon completion of the probationary period.

Recruitment Incentive: In an effort to attract and retain qualified, experienced employees, the District is implementing a recruitment incentive program for SY 21-22. Upon successful completion of the probationary period, new hires of FPSU-SEIU (Regular, Supervisory, Paraprofessionals II & Early Childhood Professionals) who begin work after the execution of the agreement will receive a one-time recruitment incentive in the amount of one thousand dollars (\$1,000), minus standard deductions, to be paid in the paycheck following completion of the probationary period.

For FPSU-SEIU



Alphonso Mayfield, President



Joseph Brenner, Chief Negotiator

For the School District of Palm Beach County, Florida

Michael J. Burke, Superintendent

John Anthony Boggess
Chief of Staff

Date: 10/14/21

Date: _____