

MEMORANDUM OF UNDERSTANDING

Between

The School District of Palm Beach County, Florida

And

Service Employees International Union/Florida Public Services Union (SEIU/FPSU)

Bus Driver Base Salary Adjustment

The School District of Palm Beach County (“District”) and the Service Employees International Union-Florida Public Services Union (“SEIU/FPSU”), as evidenced by the respective signatures below, agree to this Memorandum of Understanding (“MOU”) related to the base salary for all Bus Driver I and Bus Driver II positions. The District and SEIU/FPSU shall be collectively referred to as “the Parties”. The Parties agree as follows:

In an effort to attract and retain qualified and experienced employees for our school bus driver positions, as a result of impact bargaining, the District is implementing a base salary increase of \$2.75 per hour for all employees in Bus Driver I and Bus Driver II positions. This rate increase shall be effective the first day of the pay period following the execution of this MOU. Following this increase the new minimum hourly rate for the Bus Driver I position will go from \$17.33 per hour to \$20.00 per hour.

As wages is a mandatory subject of bargaining, this adjustment will serve as the negotiated recurring salary SEIU/FPSU wage increase for Bus Driver I and Bus Driver II positions for the 2023 re-opener negotiations. Unless otherwise agreed upon by the Parties, all Bus Driver I and Bus Driver II positions will not be eligible to receive any other recurring salary increase during the 2023 re-opener negotiations. Nothing in this agreement prohibits Bus Driver I and Bus Driver II positions from receiving a potential supplement, bonus, or other compensation that is not part of the recurring base salary wage increase offered to other positions within the SEIU/FPSU bargaining unit as part of the 2023 negotiation re-opener.

Wages, including recurring base salaries increases for all other positions within the SEIU/FPSU bargaining agreements, along with potential supplement, bonus, and other compensation, will be negotiated during the upcoming 2023 negotiation re-opener.

For SEIU/FPSU

Alphonso Mayfield, President

Date: _____

Joseph Brenner, Chief Negotiator

**For the School District of
Palm Beach County, Florida**

Michael J. Burke, Superintendent

Date: _____

John Anthony Boggess, Chief of Staff

Heather Frederick, Chief Financial Officer

Joseph Sanches, Chief Operating Officer

Tim Kubrick, Director of Labor Relations