

MEMORANDUM OF UNDERSTANDING #14
Transportation Safe Driver Bonus
August 29, 2023

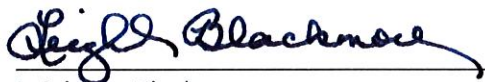
To encourage safe driving habits both on the job and in private vehicles, which ultimately ensures the reliable transport of the students of OCPS to and from school, the Transportation Department wishes to continue implementation of a Safe Driver Bonus Program for the 2023-24 school year. The purpose of this Bonus is to reward Bus Operators, CDL Examiners, Driver Trainers and Bus Operators, Sub-Relief for practicing safe driving habits. The District wishes to provide this Bonus program for the 2023-24 school year.

The description and eligibility criteria of this Bonus are outlined below:

- This Bonus program is a one-year pilot. It will commence with the first marking period of the 2023-24 school year. It will sunset on the last duty day of the fourth marking period for the 2023-24 school year
- The Transportation Department will evaluate this pilot program at the end of the 2023-24 school year
- The total amount of the Bonus will not exceed \$300, payable after the employee's last paycheck of the school year
- The ability to earn the \$300 Bonus will be divided into four (4) marking periods. These marking periods shall be defined by the school calendar
- For each marking period where the employee accrues zero points and/or discipline under the Safe Driver Plan, s/he will receive \$50. If the employee accrues zero points and/or discipline under the Safe Driver Plan for all four (4) quarters, the employee will receive an additional \$100 bonus for the year. To be eligible for the end-of-year, \$100 bonus, the employee must accrue zero points and/or discipline for all four marking periods
- Safe Driver Bonus calculations will be re-set at the end of each marking period to allow Bus Operators, CDL Examiners, Driver Trainers and Bus Operators, Sub-Relief four (4) opportunities throughout the school year to earn up to \$300
- The calculation for the Safe Driver Bonus shall begin on the first day of the first marking period and end on the last day of the last marking period for the school year. New employees will have to complete a full marking period with zero points and/or discipline to receive a bonus
- To receive this Bonus, Bus Operators, CDL Examiners, Driver Trainers and Bus Operators, Sub-Relief must remain in an active driver position for the entire marking period. They must be in an active employment status when the Bonus is paid to receive the Bonus

This MOU expires June 30, 2024.

For School Board of Orange County, Florida:



LeighAnn Blackmore
Director, Labor Relations

For Orange Education Support Professionals
Association:



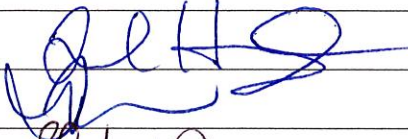
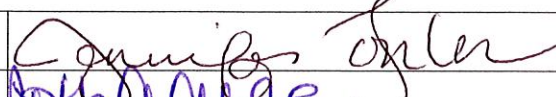
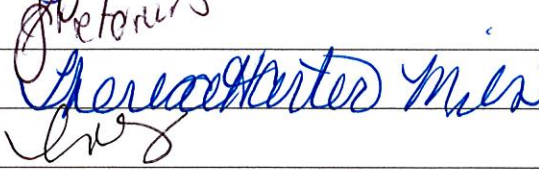
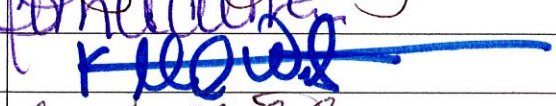
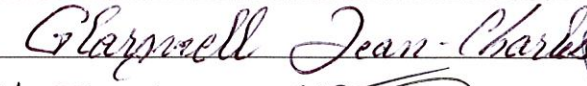
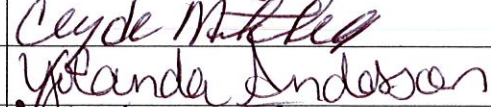
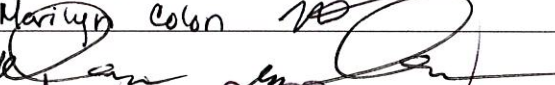
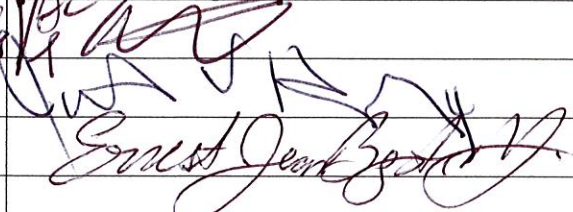

Ronald Pollard
President

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August 29, 2023

CBLT Members:

 Jethro	 Connie Tyler
 Mercedes Mier	 Ceyde Miller
 Glennell Jean-Charles	 Ylanda Indesson
 Marilyn Colon	 Ernest Jean-Baptiste
 Daphne	