

MEMORANDUM OF UNDERSTANDING #13
Transportation Perfect Attendance Bonus
August 29, 2023

To incent Bus Operators* and Bus Monitors to achieve perfect attendance, which ultimately ensures the reliable transport of the students of OCPS to and from school, the Transportation Department conducted a three-year pilot of the Perfect Attendance Bonus, hereafter referred to as "Bonus". The purpose of this Bonus was to decrease absenteeism, reward perfect attendance and retain Bus Operators and Bus Monitors. The District wishes to extend this pilot Bonus program for the 2023-24 school year.

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

- This Bonus program is an additional 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 \$1,500, payable after the employee's last paycheck of the school year
- The ability to earn the \$1,500 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 has perfect attendance, s/he will receive \$300. If the employee achieves perfect attendance for all four (4) quarters, the employee will receive an additional \$300 bonus for the year. To be eligible for the end-of-year, \$300 bonus, the employee must have perfect attendance for all four marking periods
- Perfect attendance calculations will be re-set at the end of each marking period to allow Bus Operators and Bus Monitors four (4) opportunities throughout the school year to earn up to \$1,500
- The calculation for perfect attendance 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 perfect attendance to receive a bonus
- To receive this Bonus, Bus Operators and Bus Monitors must remain in an active driver and/or monitor position for the entire marking period. They must be in an active employment status when the Bonus is paid to receive the Bonus
- Absences that will NOT count against perfect attendance are limited to:
 - Jury Duty Leave
 - Court Subpoenaed Leave
 - Military Leave
 - District Sponsored Temporary Duty Elsewhere, TDY (i.e. Emerging Leaders Academy)
 - Union Leave
 - Discretionary Leave (Superintendent approved or Districtwide Shutdown)
 - Bereavement Leave (with proper documentation from the employee before the bonus is paid)
 - Light Duty (Worker's Comp)
 - High School, College, University or Technical College Graduation Ceremonies (where the Bus Operator or Bus Monitor is the parent or legal guardian of the graduate)

All other leave will count as an absence and the employee will be ineligible for the Bonus for the marking period in which the leave was taken.

* Bus Operators shall include: Bus Operators, CDL Examiners, Driver Trainers, and Bus Operators, Sub-Relief

This MOU expires June 30, 2024.

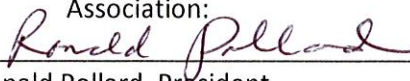
For School Board of Orange County, Florida:



LeighAnn Blackmore, Director, Labor Relations

For Orange Education Support Professionals

Association:



Ronald Pollard, President

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