

MEMORANDUM OF UNDERSTANDING #17
Sign-On and Referral Bonuses for Select Positions
August 29, 2023

The Orange Education Support Professionals Association, the Orange County School Board and the Superintendent recognize the difficulty experienced in filling select positions within the support employee group. In response, the parties agree to provide sign-on bonuses in the designated amounts for all new hires in the select positions and referral bonuses for any current classified employee who refers a new hire in the select positions.

Sign-On Bonus

Provide a \$2,000 sign-on bonus for new hires in the following select positions: bus operator; educational captionist, sign language interpreter I; educational captionist, sign language interpreter II; and educational captionist, sign language interpreter III; school food service assistant I; school food service assistant II; school food service assistant III; and school food service assistant lead.

Provide a \$3,000 sign-on bonus for new hires in the following select positions: fleet technician I; fleet technician II; fleet technician III; and fleet technician IV.

Referral Bonus

Provide a \$200 referral bonus to any current classified employee who refers new hires in the following select positions: bus operator; educational captionist, sign language interpreter I; educational captionist, sign language interpreter II; and educational captionist, sign language interpreter III; school food service assistant I; school food service assistant II; school food service assistant III; and school food service assistant lead.

Provide a \$300 referral bonus to any current classified employee who refers new hires in the following select positions: fleet technician I; fleet technician II; fleet technician III; and fleet technician IV.

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Distribution of Bonuses

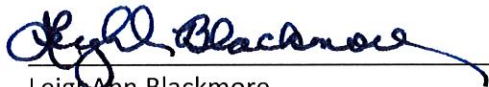
The sign-on bonuses will be distributed to all eligible, full-time, benefited support personnel hired in the select positions identified above between July 1, 2023, and June 30, 2024. The bonus will be distributed in two (2) equal payments following (1) completion of the onboarding and training requirements and (2) at the end of the school year, if still employed. For those hired on or after March 1, 2024, those new hires will receive the second payment in January 2025. All eligible, full-time, benefited support personnel must have an active employment status on the date the bonus is paid.

The referral bonuses will be distributed to any classified employee who refers a new hire for the select positions. The District will commence distribution of the referral bonuses no later than November 1, 2023. The referral bonuses will be paid on the same schedule as the sign-on bonuses.

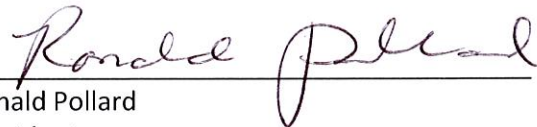
This MOU expires June 30, 2024.

For School Board of Orange County, Florida:

For Orange Education Support Professionals
Association:



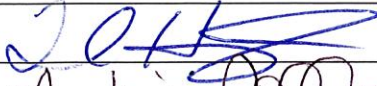
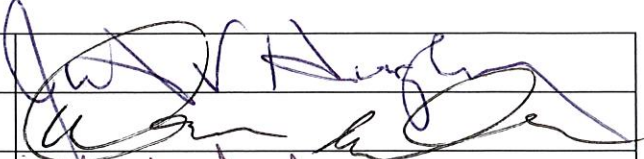
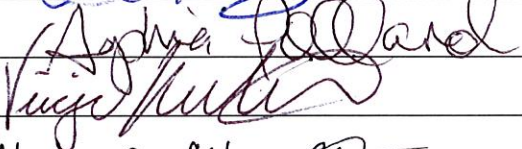
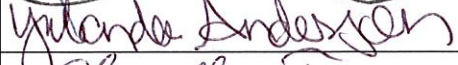
Leigh Ann Blackmore
Director, Labor Relations



Ronald Pollard
President

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CBLT Members:

	
	
Mariya Colon AD	Garnett Jean - Charles
Clyde Mitchell	