

MEMORANDUM OF UNDERSTANDING
By and Between
The Bethel School District #403 ("the District")
and
Public School Employees of Bethel ("the Union")

2023-24 BUS DRIVER HIRING INCENTIVE PROGRAM

Recitals

1. In order to address the national bus driver shortage as a result of the COVID-19 Pandemic, efforts are needed to recruit and retain bus drivers;
2. The district acknowledges the increased staffing needs and absences, and decreased substitute availability;
3. The parties desire to resolve this issue through the adoption of a Bus Driver Hiring Incentive program in accordance with this Memorandum of Understanding (MOU).

Therefore, the parties agree to the following:

1. **ELIGIBILITY.** New applicants who come to the District who:
 - a. Already hold a CDL with all required school bus endorsements, are recommended for a bus driver position (regular, flex, or substitute), and approved by Human Resources are eligible for a \$1,500 (one-thousand five-hundred) hiring incentive; OR
 - b. Successfully complete Bethel's Driver Training Program, are recommended for a bus driver position (regular, flex, or substitute), and approved by Human Resources are eligible for a \$1,000 (one-thousand) hiring incentive.

New applicants have the option to opt out of the incentive program.

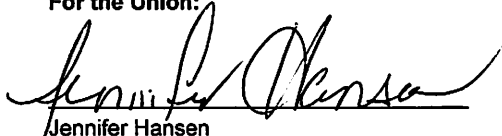
This program does not apply to employees who leave employment with the Bethel School District and return to employment within two (2) calendar years of their separation.

2. **COMMITMENT.** If the employee does not complete two (2) years of employment in the Bethel School District, the incentive must be paid back to the District and will be deducted from the employee's final pay warrant. If the final pay warrant amount is insufficient, the employee will be invoiced for the balance.
3. **DISPERSEMENT.** The hiring incentive will be evenly dispersed in three (3) equal amounts amongst the employee's first, fourth, -and seventh regular pay warrants.

If the employee goes on unpaid leave status during the initial 2-year employment period, the incentive will be prorated and deducted from their monthly pay warrant.

4. **TERM.** This program is in effect from the date of the signatures below and will sunset on August 31, 2024. All other provisions of the collective bargaining agreement shall remain in full effect. This MOU is not precedent-setting and is intended to address the specific and unprecedented transportation shortage as a result of the COVID-19 Pandemic.
5. **COMPLETE AGREEMENT.** This Agreement contains all of the promises and covenants exchanged by the parties. In executing this Agreement, all parties warrant that they are relying solely upon their own judgment and knowledge and that they are not relying on any statements or representations made by the opposing party.
6. **LAWS OF THE STATE OF WASHINGTON.** This Agreement shall be interpreted and construed under the laws of the State of Washington.

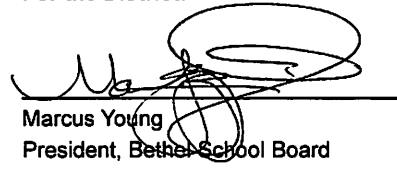
For the Union:



Jennifer Hansen
President of PSE Bethel Chapter

Jan 9th 2024
Date

For the District:



Marcus Young
President, Bethel School Board

January 11, 2024
Date