

**BOARD PROPOSAL**  
**November 17, 2025**  
**MEMORANDUM OF UNDERSTANDING**  
**Department of Transportation Services**  
**Recruitment and Retention Program for Identified Transportation Drivers and Assistants**

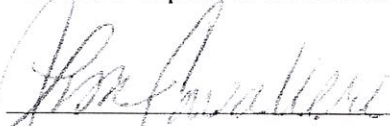
To address the ongoing need to recruit and retain Bus Drivers, Relief Bus Drivers, Transportation Assistants and Relief Transportation Assistants the Board and Union have agreed to implement a Recruitment and Retention Program for Bus Drivers, Relief Bus Drivers, Transportation Assistants and Relief Transportation Assistants beginning December 1, 2025, through the end of the 2025-2026 school year. The costs associated with this program have been budgeted using allocated but unfilled transportation allocations. For the purposes of this MOU, the third quarter will include all workdays between December 1, 2025, and March 13, 2026.

**The Program:**

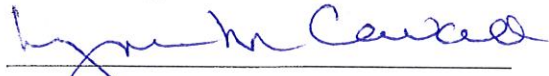
1. This Recruitment and Retention Program is for Bus Drivers, Relief Bus Drivers, Transportation Assistants and Relief Transportation Assistants only.
2. Retention payments for the program will be paid to eligible employees on an academic quarterly basis, based on the following criteria:
  - a. The employee is actively employed in an eligible position for the entirety of the respective academic quarter, beginning with the third quarter of the 2025-2026 school year.
  - b. The employee has not missed more than 20 hours of regularly scheduled worktime during the entirety of the respective academic quarter. For the purposes of this MOU, the 3<sup>rd</sup> academic quarter of the 2025-2026 school shall be considered to be the time period between December 1, 2025, and March 13, 2026, and the total allowable time off will be increased to 27 hours for that quarter.
3. Recruitment payments for the program will be paid to new employees in an eligible position for the first academic quarter in which they start working, based on the following criteria:
  - a. The new employee remains actively employed in an eligible position from their official start date through the end of the respective academic quarter of the 2025-2026 school year.
  - b. The new employee has not missed more than the allowable amount of time listed above during the portion of the respective academic quarter they are initially employed for.
  - c. Individual employees shall not receive more than one recruitment payment through this program.
4. Each quarterly incentive payment shall be \$500 per eligible employee for both recruitment and retention purposes for Bus Drivers and Relief Bus Drivers that qualify. Each quarterly incentive for Transportation Assistants and Relief Transportation Assistants that qualify shall be \$250.
5. Recruitment/Retention eligible Bus Drivers who are assigned a District identified "high need" route package are eligible for an additional \$250 per quarter provided they are assigned the route for the entirety of the quarter or, in the case of a new Bus Driver, from their official start date through the end of the respective academic quarter.
6. Recruitment/Retention eligible Assistants who are assigned to a District identified "high need" route package are eligible for an additional \$125 per quarter provided they are assigned the route for the entirety of the quarter or, in the case of a new Bus Driver, from their official start date through the end of the respective academic quarter.
7. All incentive payments shall be paid in a lump sum following the close of each academic quarter. Eligible employees must be employed at the time the quarterly payments are generated to receive an incentive payment through this program.

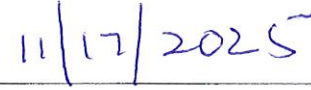
8. Should an employee miss work due to an approved Worker's Compensation claim directly related to an injury inflicted by a student, those approved Worker's Compensation claim hours will not count against the 27 hours for quarter three nor the 20 hours for quarter four.

This MOU expires at the end of the 2025-2026 school year.

  
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For the Board

  
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Date

  
\_\_\_\_\_  
For the Union

  
\_\_\_\_\_  
Date