

Memorandum of Understanding

Between

Salem-Keizer School District

And

Association of Salem Keizer Education Support Professionals

Transportation Recruitment and Retention Incentives

In recognition of the difficulty in filling open routes and attracting new Bus Drivers, the Salem-Keizer School District (District) and the Association of Salem-Keizer Education Support Professionals (ASK ESP) agree that the following transportation recruitment incentives shall be implemented and become effective as of July 1, 2019:

The transportation recruitment incentive program is for new bus drivers who have not been previously employed as a Bus Driver by the District within the year of their new hire date.

Recruitment/Retention Incentive

New Bus Drivers will receive the following monetary incentives based on time worked over the employee's first year of continuous employment:

	Employee Designation	90 Days of Route Driving*	Six Month Probation	One Year Anniversary
A.	New Driver	\$500	\$500	\$500
B.	New driver with driving experience, a CDL, but no ODE certification	\$750	\$750	\$1,000
C.	New driver with a CDL, driving experience, and ODE certification	\$1,000	\$1,000	\$1,000

*Excludes training

Longevity Stipend

For the duration of this MOU, Article 14, C. will be modified for Bus Drivers, Driver Trainers, Dispatchers and Routers, Clerical staff and Mechanics employed by the Transportation Department, and said employees will receive longevity stipends according to the following schedule:

Year of Employment	3rd	6th	10th	15th	20th	25th
Stipend	\$500	\$500	\$750	\$1,200	\$1,400	\$1,500

Employees that would have qualified October 2019 for the longevity stipend as described by Article 14, C. shall receive the stipend of the year closest to their years of service (for example, an employee with 13 years of service shall receive the stipend for 15 years of service, 16 would receive 15, and 19 would receive 20, etc.).

Years of service must be continuous but are not restricted to employment within the Transportation Department. For example, a Custodian with two years of District service that is hired as a Bus Driver will be eligible for the longevity stipend after they reach their third year with the District.

Longevity stipend payments will be made in October of the year that the employee qualifies.

Employee Referral Incentive: Each new bus driver will be asked on their application how they learned of bus driver openings in the District. If the new bus driver identifies that a current classified employee referred them to the District, the referring employee shall receive a \$500 referral incentive when the new bus driver successfully completes their six-month probationary period. The referring employee must be employed at the time the referred employee completes their probationary period. Classified employees that refer new bus drivers are eligible to receive a referral bonus for each one that successfully completes their probationary period, without limit. All Classified District employees, with the exception of District Directors, District Recruiters, and the Association President, are eligible for this referral incentive. Referral incentives will be paid the in the payroll of the payroll period that the referred employee completes their probationary period.

The District shall honor all incentives enacted prior to the end of this agreement (For example, a classified employee would still receive an Employee Referral Incentive if the Bus Driver was hired prior to the end of this agreement, but the Bus Driver's probationary period ends after the agreement end date).

The parties agree the provisions of this Memorandum of Understanding are retroactive to bus drivers with hiring dates of July 1, 2019.

This agreement is valid through June 30, 2020 only, but will be evaluated for effectiveness and may be renegotiated for subsequent years.

Rita Glass/ASKESP President 8/29/19
For the Association Date

John Beight 8/29/19
For the District Date