

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE SULPHUR SPRINGS UNION SCHOOL DISTRICT
AND CSEA CHAPTER #298**

This Memorandum of Understanding ("MOU") is entered into by and between the Sulphur Springs Union School District ("District") and the California School Employees Association ("CSEA"), Sulphur Springs Chapter 298, (collectively, the "Parties") regarding signing bonuses for Bus Drivers and Bus Driver Instructor.

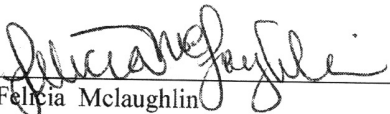
1. In order to recruit and retain highly qualified school bus drivers, the District shall provide the following signing bonuses to individuals hired as a Bus Driver or Bus Driver Instructor, effective July 1, 2023:
 - a. Bus Driver. Individuals who accept employment with the District as a Bus Driver shall be eligible for a \$3,000 signing bonus. The signing bonus will be paid over the course of one (1) year in two equal installments of \$1,500 each. The first installment will be paid upon the employee's completion of three (3) months of employment, and the second installment will be paid upon the employee's completion of one (1) year of employment. The employee must be actively employed and on payroll on the date of their three (3) month and one (1) year employment anniversary to receive each installment of the signing bonus.
 - b. Bus Driver Instructor. Individuals who accept employment with the District as a Bus Driver Trainer shall be eligible for a \$5,000 signing bonus. The signing bonus will be paid over the course of one (1) year in two equal installments of \$2,500 each. The first installment will be paid upon the employee's completion of three (3) months of employment, and the second installment will be paid upon the employee's completion of one (1) year of employment. The employee must be actively employed and on payroll on the date of their three (3) month and one (1) year employment anniversary to receive each installment of the signing bonus.
2. If an employee hired as a Bus Driver or Bus Driver Instructor terminates their employment with the District, either voluntarily or involuntarily, during their first year of employment, the employee shall repay their signing bonus in accordance with the following schedule:

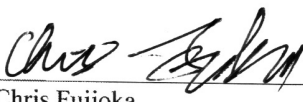
<u>Period of Time Employed</u>	<u>Repayment Percentage</u>
3 Months	100%
4 Months	90%
5 Months	80%
6 Months	70%
7 Months	60%
8-12 Months	50%

3. This MOU shall expire of its own accord on June 30, 2024.
4. This MOU supersedes any prior agreements between the Parties regarding the subject matter hereof, as well as any conflicting provisions of the Parties' Collective Bargaining Agreement ("CBA"). All provisions of the CBA not in conflict with this MOU shall remain in full force and effect.

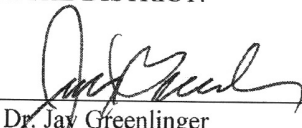
5. This MOU is non-precedential, will not bind the Parties in any future action, whether under similar circumstances or not, and cannot be introduced in any negotiation, grievance, arbitration, complaint, administrative or legal proceeding as evidence of past practice or intent of the Parties or meaning or application of the Parties' CBA.
6. This Agreement becomes final upon ratification of the Association membership (pursuant to Association Policy 610) and adoption by the Sulphur Springs Union School Board.

FOR CSEA:


Felicia McLaughlin
Chapter 298 President
California School Employees Association


Chris Fujioka
Labor Relations Representative
California School Employees Association

FOR THE DISTRICT:


Dr. Jay Greenlinger
Assistant Superintendent, Personnel/Pupil Services
Sulphur Springs Union School District