

MEMORANDUM OF UNDERSTANDING
Between
KENT SCHOOL DISTRICT
And
PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS LOCAL
UNION NO. 763
(Representing Bus Drivers and Transportation Assistants)
Effective September 1, 2022, through August 31, 2024

Regarding Additional Bonus Incentive In Lieu of Attendance Incentive Program – Article 8.15

THIS MEMORANDUM OF UNDERSTANDING is supplemental to the AGREEMENT by and between Kent School District No. 415, hereinafter referred to as the Employer, and PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS LOCAL UNION NO. 763, affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the Union.

ARTICLE VIII LEAVES

8.15 Performance Incentive

Any Eligible Driver who has zero preventable accidents, moving violations, citations, or progressive discipline during the first (1st) semester of school year shall receive a payment of three hundred dollars (\$300.00) payable on the February pay warrant; and

Any Eligible Driver who has zero preventable accidents, moving violations, citations, or progressive discipline during the second (2nd) semester of the school year shall receive a payment of three hundred dollars (\$300.00) payable on the July pay warrant; and

Any Eligible Driver who has zero preventable accidents, moving violations, citations, or progressive discipline for both semesters of the school year, shall receive an additional payment of two hundred dollars (\$200.00) payable on the July pay warrant.

Any Eligible Transportation Assistant who has not been subject to progressive discipline during a semester shall receive a payment of three hundred dollars (\$300) for that semester payable in February (1st semester) and/or July (2nd semester).

Any Eligible Transportation Assistant who earns the performance incentive for both semesters in a school year shall receive a payment of two hundred dollars (\$200) payable on the July pay warrant.

Eligible employees are defined as regular bus drivers, Transportation Assistants and Certified driver trainers who have been in a paid status, including using their own accrued leave, for more than 45 workdays of the semester for which the incentive is paid. Substitute bus drivers are not eligible for this incentive.

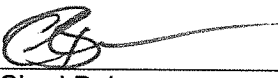
Failure to report any preventable accident, moving violation, or citation will be cause for discipline, will cause the incentive for the employee to be removed or rescinded (current or already issued) for the time period in which the accident, moving violation or citation occurred. Failure to report damage to a vehicle discovered by an assigned driver, will be cause for discipline, and will cause the incentive for the employee to be removed or rescinded (either current or already issued).

If any failure to report is discovered after an incentive is paid, the incentive will be collected back in the current payroll period, if possible, but no later than the next payroll period. Alleged violations of this program resulting in the collecting back of or the denial of incentive payments under this program are subject to the grievance procedure.

This MOU is effective upon ratification, and any incidents prior to the effective date of the MOU will not be considered in the calculation of the 2022-2023 incentive.

PUBLIC, PROFESSIONAL & OFFICE-
CLERICAL EMPLOYEES AND DRIVERS
LOCAL UNION NO. 763, affiliated with the
International Brotherhood of Teamsters

KENT SCHOOL DISTRICT NO. 415

By 
Chad Baker
Secretary-Treasurer

By 
Israel Vela
Superintendent

Date 10/17/22

Date 10/26/22