

**Memorandum of Understanding Between
Lompoc Unified School District (“District”) and
California School Employees Association
And Its Chapter 257 (“CSEA”)**

Retention Signing and Retention Bonus for Bus Drivers
for the 2024-2025 and 2025-2026 school years
(August 6, 2024)

PREAMBLE/JOINT INTEREST

The District and CSEA continue to share a mutual interest in attracting and retaining quality bus drivers. The parties have determined that the bus driver positions are challenging to recruit and retain. Therefore, to attract and retain employees to these positions, the District will offer a signing and retention bonus and training bonus for the 2024-2025 and 2025-2026 school years;

1. APPLICABILITY

- A. The following positions are eligible for the signing and retention bonus and training bonus:
School Bus Driver I, School Bus Driver II, or School Bus Driver-Mechanic.
- B. For the 2024-2025 and 2025-2026 school years, the District shall offer a signing and retention bonus to existing permanent employees of the District and newly hired personnel in any of the following positions: School Bus Driver I, School Bus Driver II, or School Bus Driver-Mechanic.
- C. For the 2024-2025, and 2025-2026 school years, the District shall offer a training bonus to newly hired personnel in any of the following positions: School Bus Driver I, School Bus Driver II, or School Bus Driver-Mechanic.

2. BONUS PAYMENTS:

- A. Personnel who are newly hired to the positions of School Bus Driver I, School Bus Driver II, or School Bus Driver-Mechanic after the date this MOU is fully executed shall receive payments of the \$7500 signing and retention bonus and training bonus by the following schedule after successfully passing the probationary period:
 - I. The first installment of \$1875 will be paid on the payroll immediately following the 6-month anniversary date for those employees who remain employed by the District as a School Bus Driver I, School Bus Driver II, or School Bus Driver-Mechanic.
 - II. The second installment of \$1875 will be paid on the payroll immediately following the 12-month anniversary date for those employees who remain employed by the District as a School Bus Driver I, School Bus Driver II, or School Bus Driver-Mechanic.
 - III. The third installment of \$1875 will be paid on the payroll immediately following the 18-month anniversary date for those employees who remain employed by the District as a School Bus Driver I, School Bus Driver II, or School Bus Driver-Mechanic.
 - IV. The fourth installment of \$1875 will be paid on the payroll immediately following the 24-month anniversary date for those employees who remain employed by the District as a School Bus Driver I, School Bus Driver II, or School

Bus Driver-Mechanic.

- V. If an employee should leave the District's employment voluntarily or involuntarily, bonus payments will automatically stop. If an individual who leaves the District has already received one or more bonus payments, they will not be required to repay the bonus payment(s).
 - VI. In addition, as compensation for behind-the-wheel training with a state-certified instruction prior to employment as a school bus driver, all bus drivers hired during the time this agreement is in effect will be paid a \$1,000 training bonus on the payroll immediately following the 6-month anniversary date for those employees who remain employed by the District as a School Bus Driver I, School Bus Driver II, or School Bus Driver-Mechanic.
- B. Existing permanent employees in the positions of School Bus Driver I, School Bus Driver II, or School Bus Driver-Mechanic as of the date this MOU is fully executed shall be paid the \$7,500 signing and retention bonus and shall receive payments by the following schedule:
- I. The first installment of \$1875 will be paid on the payroll immediately following 6-months from the date this MOU is fully executed for those employees who remain employed by the District as a School Bus Driver I, School Bus Driver II, or School Bus Driver-Mechanic.
 - II. The second installment of \$1875 will be paid on the payroll immediately following 12-months from the date this MOU is fully executed for those employees who remain employed by the District as a School Bus Driver I, School Bus Driver II, or School Bus Driver-Mechanic.
 - III. The third installment of \$1875 will be paid on the payroll immediately following 18-months from the date this MOU is fully executed for those employees who remain employed by the District as a School Bus Driver I, School Bus Driver II, or School Bus Driver-Mechanic.
 - IV. The fourth installment of \$1875 will be paid on the payroll immediately following 24-months from the date this MOU is fully executed for those employees who remain employed by the District as a School Bus Driver I, School Bus Driver II, or School Bus Driver-Mechanic.
 - V. If an employee should leave the District's employment voluntarily or involuntarily, bonus payments will automatically stop. If an individual who leaves the District has already received one or more bonus payments, they will not be required to repay the bonus payment(s).

IMPLEMENTATION

This MOU will expire June 30, 2026, or when language to this effect has been negotiated in the Classified Bargaining Unit Contract CSEA Chapter 257 Article VI: Compensation and Benefits or Article XXI: Transportation.

Tentatively Agreed, (August 7, 2024)

 8/6/24

Zachery Ortiz
CSEA Labor Relations Representative



Amy Jamar
CSEA #257 President



Brian Jaramillo
Assistant Superintendent, Education Services
District Lead Negotiator



William Caldeira
LUSD Board President