

BESPA Proposal #12
District Counter Proposal #1
October 23, 2024

20.10 Bus Driver Recruitment and Retention: The Union and the Board agree that having a group of highly-trained bus drivers and substitute bus drivers is a priority for the District. To that end, the parties agree to the following:

A. A Bus Driver Recruitment and Retention Committee consisting of four (4) representatives appointed by the BESPA President and four (4) representatives selected by the BDS Transportation Director shall meet no fewer than twice during the ~~2023-2024~~ **2024-2025** school year to review current bus driver working conditions, pay, and benefits; review strategies from other districts regarding successful recruitment and retention programs; and to issue a report with recommended recruitment and retention strategies by ~~June~~ **April** 30th of each year to the Superintendent. The recommendations in the report shall not be considered bargaining proposals and in no way will the contents of the report waive the collective bargaining requirements from Chapter 447 of Florida Statutes.

B. The Board shall post substitute bus driver vacancies on the BDS website.

~~20.11 BDS will pay a \$1,000 bus driver sign on bonus to drivers completing the school year who work a minimum of 90 days and are actively employed on the last day of school. This bonus will be paid at the end of the school year. All new drivers hired effective July 1, 2023 will be eligible for this year-end bonus paid out at the end of 2023-2024 school year and all NEW drivers hired and renewed between January 1, 2023 and June 30, 2023 will also be eligible for this new hire bonus paid out at the end of 2023-2024 school year.~~

~~20.12 Any support employee who recruits a bus driver who completes the 2021-2022 school year will be eligible for a \$500 bonus. Each support employee is eligible for up to five (5) recruitment bonuses. Only one recruitment bonus per eligible new hire will be paid. New bus drivers will indicate the name of the person who recruited them on their hiring recommendation in order for the employee to be eligible for the bonus. This recruitment bonus is effective upon ratification of the contract for the 2021-2022 school year and applies for this school year only.~~

Deleted language is identified with a ~~strikethrough~~.
New language is identified in **boldface and is underlined**.