

BESPA Proposal #5
District Counter Proposal #1
October 25, 2023

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 ~~2020-21~~ **2023-2024** 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 30 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.

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