

MEMORANDUM OF UNDERSTANDING

School District of Hillsborough County
and
Hillsborough School Employees Federation

Hiring Employees for Specific Shift(s)

The School District of Hillsborough County and the Hillsborough School Employees Federation agree to monitor the schedule changes of those employees hired for a specific working shift to insure appropriate reasons if his/her schedule is changed.

Overtime Committee

The School District of Hillsborough County and the Hillsborough School Employees Federation agree to form a committee of no more than five (5) members of each SDHC and HSEF to study the issues affecting overtime allocation.

Sick Leave Bank Committee Review

The School District of Hillsborough County and the Hillsborough School Employees Federation agree to form a committee of no more than five (5) members of each SDHC and HSEF to study the participation of the HSEF bargaining unit in the SDHC sick leave bank. The SDHC agrees to provide all information necessary to examine current participation levels and use as well as information relative to the formation of a separate sick leave bank for HSEF employees.

Transportation Re-organization Review Committee

The School District of Hillsborough County and the Hillsborough School Employees Federation agree to form a committee of no more than three (3) members of each SDHC and HSEF to study the issues from the re-organization of the Transportation department that cause changes in working conditions affecting Transportation employees. All changes necessary and affecting the HSEF contract shall be reduced to writing and as a tentative agreement be ratified by HSEF and SDHC prior to implementation.

Renegotiation of Economic Issues

If economic conditions for the SDHC are not as severe as forecasted at this time or become worse than noted at this time, the SDHC and HSEF agree to return to the negotiating table and renegotiate economic issue of salary and related matters no later than February 1, 2010.

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Procedural Process & Mitigation

The School District of Hillsborough County (SDHC) and Hillsborough School Employees Federation (HSEF) agree in review of the HSEF agreement there are opportunities for improving the procedural process with respect to identified violations of the collective bargaining agreement and district practice and procedure. To improve the overall effectiveness of our collective bargaining agreement and resolve issues and situations at the very soonest and at the lowest level, the SDHC and HSEF agree to implement the following action points:

- Issues identified and of concern will be addressed by the President of HSEF or his designee with the General Manager Employee Relations, Manager of Professional Standards or the Deputy Superintendent depending on the issue and the area.
- The administrator contacted and accepting partnership in resolving the issue will act immediately and pursue the issue until it is resolved.
- If the issue continues at the same location, the grievance process will start at Level II with the agreement that all efforts previously were done as part of the informal or Level I step in the grievance process.

Bus Driver Shift Absence

SDHC and HSEF agree due to the importance of timely transportation of students, bus drivers will notify his/her immediate supervisor of their absence in increments equal to the complete AM shift or PM shift. In a personal emergency, bus drivers shall be granted leave upon immediate notice to his/her supervisor.

Attendance Incentive Supplement – Pilot Program

Bus Driver and Security employees shall be eligible for an attendance incentive supplement when they have worked a minimum of 95% of the total days of his/her contracted work year and have reported to work and completed the workday occurring the day before the following designated priority periods of time:

Thanksgiving Break	11/20/2009	Labor Day	9/4/2009
Winter Break	12/18/2009	Memorial Day	5/28/2010
Spring Break	4/9/2010		

All employees meeting the above criteria shall be paid a supplement of \$200.00 prior to July 1, 2010 as attendance incentive compensation.

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Safe Driver Incentive Supplement

All HSEF bargaining unit employees covered under the safe driving plan that are required to operate a district vehicle on a daily basis shall be eligible for a safe driver incentive supplement. Such an employee, when they have successfully maintained their assigned driving position and had no at-fault accidents while operating a district vehicle during the calendar year of July 1, 2009, through June 30, 2010, shall be paid a supplement of \$100 prior to August 1, 2010, as safe driver incentive compensation.

Employees Hired as Restricted

Employees hired under a designation of *restricted* shall have all rights and privileges of any permanent employee with the only exception being eligibility of pool placement at the time of a district-wide reduction in force.

All employees hired under a designation of *restricted* shall be made a regular permanent employee within twelve (12) months of his/her hire date.

Signed: 7/29/2009

Hillsborough School Employees Federation Date
Luis E. Perez, President, Chief Negotiator

Signed: 7/29/2009

School District of Hillsborough County Date
Charles Raburn, Chief Negotiator