

**MEMORANDUM OF UNDERSTANDING  
BUS DRIVER RECRUITMENT AND RETENTION**

**THIS AGREEMENT** is made this 26 day of April, 2023, by and between the Board of Education of Lemont-Bromberek Combined School District 113A, Cook and DuPage Counties, Illinois (“Board of Education” or “District”), and the Lemont-Bromberek School District 113-A Support Staff Association, IEA/NEA (“Association”); and

**WHEREAS**, the Board of Education and the Association are presently parties to a Collective Bargaining Agreements covering the period from July 1, 2022 through June 30, 2025, and

**WHEREAS**, both parties to this Memorandum recognize the ongoing difficulty experienced by the Board of Education in attracting and retaining qualified bus drivers to transport District students for all school-related purposes.

**NOW THEREFORE**, the Board of Education and the Association agree as follows:


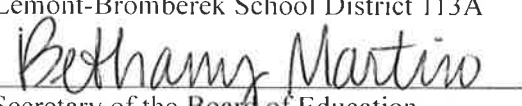
- a. All new drivers hired by the District after the effective date of this Memorandum will be paid a hiring incentive of \$2,000 during the first year of employment. One half of this bonus (\$1,000) will be paid in December of the first year of employment and one half (\$1,000) will be paid in June at the completion of the first year of employment. In order to qualify and receive these payments, the new driver must successfully perform all duties assigned.
- b. Any driver in the Association bargaining unit will be paid a \$2,000 bonus if their absences do not exceed one (1) per work year AND they have had no bus accidents which were determined to be the fault of the driver, within the same period of time. This bonus will be paid in June, upon the completion of the duties for the given work year.

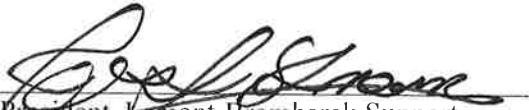
- c. Any driver in the Association bargaining unit will be paid a “finders’ fee” of \$1,000 for identifying and referring driver candidates for employment by the District. In order to receive this bonus, the applicant must be hired by the District and successfully perform all duties assigned for a period of one full work year. The referring employee will be paid the “finder’s fee” at the end of the applicant’s first year of employment.
- d. Any members of the Association bargaining unit (custodians and maintenance employees) will be paid a \$1,000 bonus if they secure a CDL driver license. This bonus will be paid upon presentation to the District of proof of the attainment of the license. The payment of this amount is also contingent upon the employee’s willingness to drive a bus for the District when the need arises.

2. All other provisions, terms and conditions of the relevant 2022-2025 Collective Bargaining Agreements remain in full force and effect.

3. The provisions of this Memorandum shall be in effect from April 1, 2023 through September 1, 2024, at which time its terms and conditions shall be null and void.

**IN WITNESS WHEREOF**, the Board of Education of Lemont-Bromberek Combined School District 113A, Cook and DuPage Counties, Illinois and the Association by their duly authorized representatives and agents, have signed and executed this Agreement on the date first set forth above.

  
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President of the Board of Education of  
Lemont-Bromberek School District 113A  
  
\_\_\_\_\_  
Secretary of the Board of Education



President, Lemont-Bromberek Support  
Staff Association, IEA/NEA

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