

MEMORANDUM OF UNDERSTANDING

Between

The School District of Palm Beach County (District)

And

The Palm Beach County Police Benevolent Association (PBA)

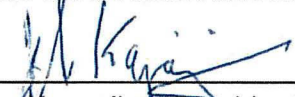
This Memorandum of Understanding between The School District of Palm Beach County ("District") and The Palm Beach County Police Benevolent Association ("PBA") is entered on this date of February 22, 2022. The District and PBA shall be collectively referred to as "the Parties".

The Parties agree as follows:

The Governor's Payments to First Responders Program provided some PBA members with a bonus for their admirable service during a pandemic. The District would like to extend a similar bonus to reward PBA bargaining unit employees who were excluded from the Governor's payment and did not receive a retention incentive payment from the District.

To that end, those excluded employees in an active status during the 2020-2021 school year who remain in an active employment status as of the date of this MOU will receive a one-time retention incentive of one thousand dollars (\$1,000), minus standard deductions. The incentive payment will be prorated for any employee working in less than a full-time position. This incentive will be paid in the first available payroll following approval of this MOU, but no later than April 1, 2022.

For the Palm Beach County
Police Benevolent Association



John Kazanjian, President

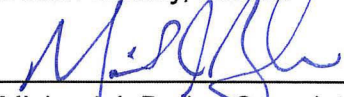
Date: 2-22-22



Katie Mendoza, Legal Counsel

Date: 2/22/22

For the School District of Palm
Beach County, Florida




Michael J. Burke, Superintendent

Date: 2/24/22



John Anthony Boggess
Chief of Staff

Date: 2/24/2022



Tim Kubrick
Manager, Labor Relations

Date: 2/24/2022