

RESOLUTION NO. 2023-38

BAKERSFIELD CITY SCHOOL DISTRICT RESOLUTION FOR THE RECRUITMENT AND RETENTION OF SCHOOL BUS DRIVERS

WHEREAS, there is a statewide shortage of school bus drivers;

WHEREAS, the District desires to incentivize the recruitment and hiring of qualified individuals to serve our students and communities as school bus drivers;

WHEREAS, the District entered into MOUs with BETA and CSEA to provide a referral bonus to any current full-time and part-time unit member who refers an external applicant and who is thereafter selected and successfully employed as a school bus driver for the District;

WHEREAS, the District desires to extend the recruitment bonus to all employee groups including confidential, supervisory, management, and cafeteria playground activity leaders;

NOW, THEREFORE, all BCSD employees are eligible to participate in the referral bonus program under the following terms and conditions:

1. Bonus: All BCSD employees are eligible to receive a referral bonus of one-thousand dollars (\$1,000), less applicable taxes, for referring an external applicant who is thereafter selected by the District and employed for at least ninety (90) consecutive calendar days in the following two classifications only: (1) School Bus Driver; or (2) School Bus Driver (Expanded Service).
 - a. A referring employee is eligible to receive up to a maximum of five-thousand dollars (\$5,000) in referral bonuses per school year.
 - b. Referral bonuses shall not be split between two or more referring employees.
 - c. Referral bonuses shall be paid on the first payroll processed after the applicant has been hired and successfully completes ninety (90) consecutive calendar days of service. If the School Bus Driver's ninetieth (90th) day falls after their work calendar has concluded for the school year, both the referring employee and the School Bus Driver must report for duty on the first workday of the following school year for the referring employee to receive the bonus. The bonus shall be paid to the referring employee on the first available payroll in that school year.
 - d. If a referring employee receives a referral bonus for an individual who subsequently separates from the District for any reason, the referring employee shall not be eligible to receive another referral bonus for referring that same individual in the future.
2. Referring Employee Requirements: For the referring employee to be eligible to receive the referral bonus, the referring employee shall satisfy the following additional conditions:
 - a. The referring employee must complete an Employee Referral Form, which must be submitted to Human Resources.
 - b. The referring employee must be in active and paid status at the time of their referral submission.

- c. The referring employee must be in active and paid status at the time of the referral bonus payout.
3. Applicant/School Bus Driver Requirements: For the referring employee to be eligible to receive the referral bonus, the applicant/School Bus Driver shall satisfy the following additional conditions:
- a. The applicant/School Bus Driver shall not have been involuntarily released from any prior employment with the District.
 - b. The applicant/School Bus Driver must identify the name of the referring employee on their online employment application when it is submitted.
 - c. The applicant/School Bus Driver must remain employed for at least ninety (90) consecutive calendar days as a School Bus Driver or School Bus Driver (Expanded Service). Such period of time excludes any time spent participating in any training programs that are required prior to becoming eligible for a School Bus Driver position.
 - d. The applicant/School Bus Driver must be in active and paid status at the time of the referral bonus payout.
 - e. Only new hires and rehires shall be considered applicants/School Bus Drivers for the purpose of this MOU (i.e., current employees selected for eligible School Bus Driver positions are not eligible for referral).
4. Referrals that do not comply with the processes and/or conditions described herein may not qualify for the bonus. The District reserves the right to refuse to pay a referral bonus in the case of abuse, fraud, and/or misrepresentation. Referral bonuses shall be monitored, and any disputes concerning the administration of the referral bonus program shall be resolved, by the Assistant Superintendent of Human Resources, or her designee.
5. This resolution shall be effective the first month following Board approval and shall expire on June 30, 2024.

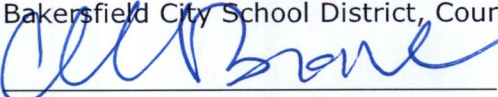
APPROVED, PASSED, AND ADOPTED by the Governing Board of the Bakersfield City School District on June 13, 2023, by the following vote:

AYES:	<u>5</u>
NOES:	<u>0</u>
ABSTAIN:	<u>0</u>
ABSENT:	<u>0</u>

Date June 13, 2023


Board President

Attest: I certify that the foregoing resolution was adopted by the Governing Board of the Bakersfield City School District, County of Kern, on the date shown above.


Clerk, Governing Board
Bakersfield City School District