

**MEMORANDUM OF AGREEMENT (MOU)  
BETWEEN THE  
SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA  
AND  
THE PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION (PBA)**

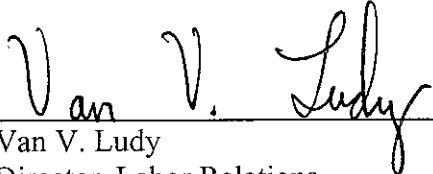
The aforementioned parties, as evidenced by their signatures below, agree this 15<sup>th</sup> day of December 2010 to the following concerning the wage reopener in Article 20.5 a. of the January 2009 – December 2011 PBA Collective Bargaining Agreement, as modified July 28, 2010.

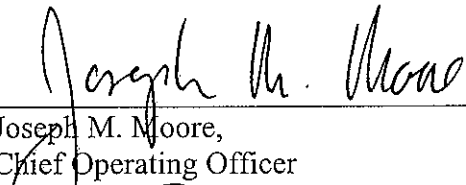
1. The parties agree to amend Section 20.5 a. of the January 2009 – December 2011 PBA Collective Bargaining Agreement, as modified July 28, 2010, to read as follows:

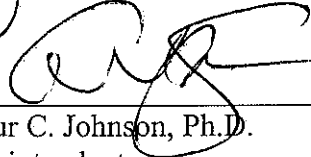
“The parties agree to continue the July 1, 2008 Hourly Rate Pay Schedule for the period January 1, 2010 through December 31, 2010. The hourly rate of a bargaining unit member as of December 31, 2009 shall remain the hourly rate paid to said member for calendar year 2010. The January 1, 2010, Hourly Rate Schedule is attached as Appendix A. The parties agree that this Hourly Rate Salary Schedule is not subject to further modifications or change until January 1, 2011 and further agree that future modifications or changes to this schedule will be effective on January 1, of any given year unless otherwise agreed to by the parties.

Notwithstanding the previous paragraph, the District further agrees that should it grant a salary/wage increase effective in calendar year 2010 to any other bargaining Unit or to the Non-Bargaining Unit, the District will reopen negotiations on the Hourly Rate Salary Schedule with PBA. **Subsequently on October 13, 2010, the School Board entered into an Agreement with another bargaining unit to pay certain members of that bargaining unit a one-time bonus of \$500, minus standard deductions. As a result, the District and PBA have agreed to reopen negotiations pursuant to this paragraph and as a result of these negotiations have agreed that upon subsequent ratification by the PBA and approval of the School Board, the District will pay a one-time bonus of \$500.00, minus standard deductions, to each half-time through full-time PBA bargaining unit employee who was on active status for at least 109 days during school year 2009-2010 and who remains a half-time through full-time employee of the District on the date this MOU is approved by the School Board. The District will strive to make these bonus payments before the end of calendar 2010. It is understood that an employee who may receive or who has received a one-time bonus in calendar 2010 by virtue of being in another bargaining unit not represented by PBA, will not receive and is barred from receiving a bonus under the provisions of this MOU.**”

**FOR THE SCHOOL DISTRICT OF  
PALM BEACH COUNTY**

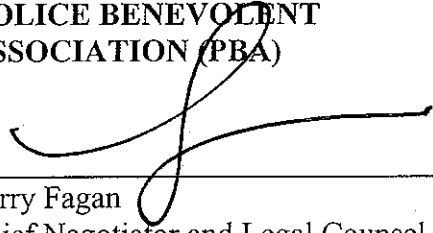
  
\_\_\_\_\_  
Van V. Ludy  
Director, Labor Relations

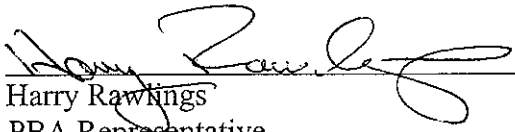
  
\_\_\_\_\_  
Joseph M. Moore,  
Chief Operating Officer

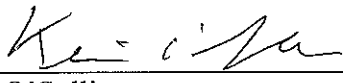
  
\_\_\_\_\_  
Arthur C. Johnson, Ph.D.  
Superintendent

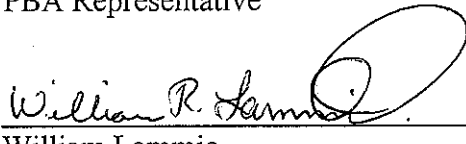
  
\_\_\_\_\_  
Frank A. Barbieri  
School Board Chairman

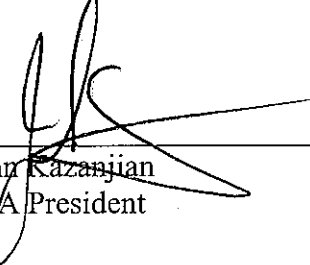
**FOR THE PALM BEACH COUNTY  
POLICE BENEVOLENT  
ASSOCIATION (PBA)**

  
\_\_\_\_\_  
Larry Fagan  
Chief Negotiator and Legal Counsel

  
\_\_\_\_\_  
Harry Rawlings  
PBA Representative

  
\_\_\_\_\_  
Kevin O'Sullivan  
PBA Representative

  
\_\_\_\_\_  
William Lammie  
PBA Representative

  
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John Kazanjian  
PBA President