

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA  
AND  
THE ASSOCIATION OF EDUCATIONAL SECRETARIES AND OFFICE  
PROFESSIONALS (AESOP)  
ON BEHALF OF EMERGENCY COMMUNICATIONS OPERATORS**

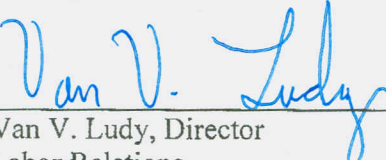
The aforementioned parties agree this 23<sup>rd</sup> day of March 2011, to clarify the language and to restate the intent of the parties when a new sub-section (d) was added to Article 3, Section A 2 of the parties' Collective Bargaining Agreement (CBA) for 2010.

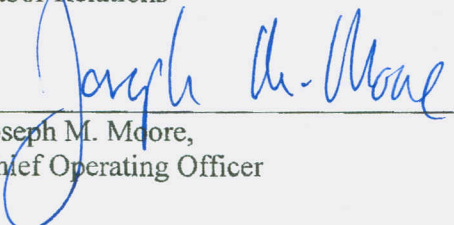
1. The parties agree that the new contract language in sub-section (d) of Article 3, Section A 2 of the parties' CBA states:

“(d) Effective January 1, 2010, employees assigned as Emergency Communications Operators who are regularly assigned to work on a paid holiday will be paid double-time for all hours worked on that paid holiday. Such employees need not be assigned to work on all paid holidays, but must be frequently assigned to work on a paid holiday(s).”

2. The parties agree that the intent of the above quoted new language was not intended to either increase or decrease the rate of pay Emergency Communications Operators were being paid prior to negotiating this language, but was included in the CBA to clarify their rate of pay when they are assigned to work on a paid holiday.
3. The parties agree that it was and remains the intent of the parties, and to assure Emergency Communications Operators continue to be paid at a rate that is not more or less than the rate they were paid prior to adding this new language to the CBA. Emergency Communications Operators are to be paid time and a half for any hours worked on a holiday in accordance with FLSA.


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

  
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Van V. Ludy, Director  
Labor Relations

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

**FOR THE ASSOCIATION OF  
EDUCATIONAL SECRETARIES AND  
OFFICE PROFESSIONALS (AESOP)**

  
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Joanne Schrank,  
Chief Negotiator

  
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Peggy McKeefry,  
President