

LETTER OF AGREEMENT  
Between  
INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 324  
BUS DRIVERS-MECHANICS BARGAINING UNIT  
and  
CHARLOTTE PUBLIC SCHOOLS BOARD OF EDUCATION

**RE: Schedule A – Wages – RETENTION STIPEND**

1. This Letter of Agreement is entered into between the Charlotte Public Schools Board of Education (the "District") and the International Union of Operating Engineers Local 324 Bus Drivers-Mechanics Bargaining Unit (the "Association").
2. Bargaining unit members actively employed and scheduled to work on or before December 1, 2021 and under continuous employment through June 30, 2023, will receive a one-time off schedule employee retention payment in the amount of \$1,200 (One Thousand Two Hundred Dollars), less normal withholdings, on or before July 15, 2023. This payment is being made in an effort to retain highly qualified employees.
3. Employees providing a retirement notice or resignation notice on or before June 30, 2023 will not be eligible for this retention payment.
4. Nothing in this Letter of Agreement shall constitute a precedent, custom, practice or established working condition for prior circumstances involving the application or interpretation of the current Agreement between the District and the Association or any successor collective bargaining agreement between them.
5. This one-time retention payment will be paid using funds granted to the school district under the Elementary and Secondary School Emergency Relief Fund (ESSER). If the grantor deems this use unallowable or if ESSER grant funds are reduced or eliminated, this Letter of Agreement is automatically void with no commitment on behalf of the District to pay the retention stipend referenced herein.
6. This Letter of Agreement expires on June 30, 2023.

IUOE LOCAL 324, BUS DRIVERS-  
MECHANICS BARGAINING UNIT

By: Bruce Anger  
Its: Unit Representative

By: Amy Jones  
Its: Unit Representative

Date: November 8, 2021

CHARLOTTE PUBLIC SCHOOLS  
BOARD OF EDUCATION

By: [Signature]  
Its: President

By: Dr. Steele  
Its: Superintendent

Date: November 8, 2021