

Memorandum of Understanding
Between the St. Johns County School District
And St. Johns Education Support Professional Association
“Safe Operator Plan (Supplement)”

This memorandum is written to serve as an agreement between the St. Johns County School District and the St. Johns Educational Support Professional Association.

Point Reduction Opportunities (PRO):

- A. **Excellence in School Bus Operation (ESBO):** Operators who demonstrate excellence in school bus operations for a period of ninety (90) school days are eligible for a fifty (50) percent reduction in assessed Safe Operator points. Eligibility is established from the last date of appearance at the Safe Operator Committee plus ninety (90) school days. Once eligible, operators interested in ESBO will contact their assigned Fleet Operation Coordinator (FOC) to initiate the action.
- B. **Excellence in Training (EIT):** Operators willing to complete three (3) hours of enhanced training related to school bus operations are eligible for a reduction of six (6) assessed operator points once per school year. Interested operators will contact their assigned FOC to schedule an EIT. Training may include classroom, virtual, and hands on behind the wheel training intended to enhance an operator's performance.

This Memorandum of Understanding begins July 1, 2026, and shall expire on June 30, 2027, at which point it will be incorporated into the collective bargaining agreement.


Wayne King

Chief Negotiator

St. Johns County School District


Ms. Bethany Koch

Chief Negotiator, NEFSU

St. Johns Educational Support Association