

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by and between the Elida Local School District Board of Education (the "Board") and the Ohio Association of Public School Employees, (OAPSE)/AFSCME Local 4, AFL-CIO and its Local #16 (the "Union").

The Board and the Association hereby agree to one of the following based on years experience:

The Board shall provide a one-time payment of \$1,250 to any bargaining unit member who was employed during the 2019-2020 school year when COVID hit, and remains employed by the District at this time, for recruitment and retention. The District will use COVID ESSER dollars. This will be a one-time payment in a separate payroll prior to June 30, 2022.

Any bargaining unit member who was first employed during the 2020-21 school year, and remains employed by the District at this time shall be paid a one-time payment of \$900 for recruitment and retention using COVID ESSER dollars. Drivers not employed the full school year will have their payment prorated based on number of weeks employed.

Due to the ongoing COVID protocols/procedures that drivers had to endure this school year, only bus drivers who were not employed as mentioned above, but were employed this school year as a regular route driver and remain employed by the District at this time will receive a one-time payment of \$600 in a separate payroll prior to June 30, 2022 for recruitment and retention. Drivers who were not employed the full school year will have their payment prorated based on number of weeks employed.

The parties agree the terms of this MOU are not intended to create a case precedent or form the basis of a past practice between or among the parties.

ELIDA LOCAL SCHOOL DISTRICT

ELIDA BUS DRIVERS UNION

Signature

Date

Date