

MEMORANDUM OF UNDERSTANDING

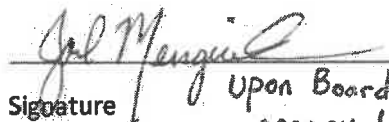
Whereas, the Elida Board of Education (Board) and the Elida Education Association (EEA) are parties to a collective bargaining agreement with effective dates July 1, 2019 through June 30, 2022; and,

Whereas, this Memorandum of Understanding ("MOU") is entered into by the parties to document their agreement concerning the addition of Article 23.22 as follows:

Incentive

1. Any employee who recruits a new or substitute bus driver, and is named by the applicant at the time of application, shall be paid a one-time bonus/incentive of \$250 upon that new driver's completion of at least 25 units of routes, events, etc.
2. Any employee who recruited a new driver in #1 above, shall be eligible for an additional \$150 payment if said driver meets 1 or more of the substitute incentives within 6 months, or is driving a full-time route within 6 months.
3. New drivers must make application prior to June 30, 2020 to be eligible.
4. This MOU is entered into on a non-precedent setting basis in response to unique employment needs.

On behalf of the Elida Local School District


Signature *Upon Board approval* Date *11/18/19*

On behalf of the Elida Education Association


Signature *11/18-19* Date