

MEMORANDUM OF UNDERSTANDING

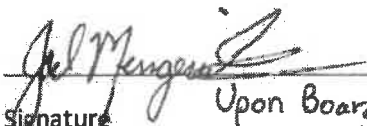
Whereas, the Elida Board of Education (Board) and the Ohio Association of Public School Employees, (OAPSE)/AFSCME Local 4, AFL-CIO and its Local #16 (the "Union") are parties to a collective bargaining agreement with effective dates July 1, 2019 through June 30, 2022; and,

Whereas, this Memorandum of Understanding ("MOU") is entered into by the parties to document their agreement concerning the addition of Article 11.09 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 11/20/19
Date

On behalf of the (OAPSE)/AFSCME Local 4, AFL-CIO and its Local #16


Signature Nov. 29, 2019
Date