

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, 2022 through June 30, 2025; and,

Whereas, this Memorandum of Understanding ("MOU") is entered into by the parties to document their agreement concerning the addition of Article 11.09 for school year 2024-25 only as follows:

Incentive

1. Any member considered full-time (drives both a.m. and p.m. route) who misses fewer than 4 days for sick or other leave, will be paid \$400 upon the conclusion of the quarter. Any member below full-time status above who misses fewer than 4 days for sick or other leave, will be paid \$200 upon the conclusion of any qualifying quarter.
2. Any member considered full-time (drives both a.m. and p.m. route) whose attendance rate for the entire school year is 95% or better, based on the school calendar for which they drive, will be paid \$400 at the end of the school year. Any member below full-time status above whose attendance rate for the entire school year is 95% or better, based on the school calendar for which they drive, will be paid \$200 at the end of the school year.
3. Any driver who misses their scheduled route due to field trip or some other assignment shall not have those trips count against them for bonus purposes.
4. The maximum amount any one driver can be paid for reaching these incentives is \$2,000 if considered full-time, or \$1,000 for anyone less than full-time.

On behalf of the Elida Local School District

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

Signature

Date

Signature

Date