

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, 2025 through June 30, 2028; and,

Whereas, this Memorandum of Understanding ("MOU") is entered into by the parties to document their 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 \$350 upon that new driver's completion of at least 25 units of routes, events, etc.
2. New drivers must make application prior to June 30, 2026 to be eligible.
3. 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: Jul Menger Date: 3/5/26

Pending BOE Approval
on 3/17/26

On behalf of the Elida Education Association

Signature _____ Date 03-05-2026