

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, 2025 through June 30, 2028; 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 \$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

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

Signature: Jal Mengerik Date: 3/4/26

Dennis Fricke 03-04-2026
Signature Date

FOR BOARD APPROVAL
ON 3-17-26