

**MEMORANDUM OF UNDERSTANDING
BETWEEN FRANKLIN PIERCE SCHOOL DISTRICT #402
AND TEAMSTERS LOCAL #313**

This Memorandum of Understanding ("MOU") is made and entered into between the Franklin Pierce School District #402 ("District") and Teamsters Local #313 ("Union"), collectively referred to as the "Parties." To incentivize employees to improve attendance at work and to reward perfect attendance, the Parties agree to pilot a new perfect attendance reward process as follows:

1. **Suspension of Current Attendance Incentive.** Section 24.1.2 of the Parties' collective bargaining agreement ("CBA") is suspended for the duration of this MOU.
2. **Attendance Incentive Pilot.** For the duration of this MOU, Section 24.1.2 of the CBA will be replaced, on a trial basis, with the following:

24.1.2 Employees who achieve perfect attendance during the school year (including any required in-service training days and any pre-scheduled team meeting days) will receive the following, escalating bonuses:

- Employees who achieve perfect attendance (as described above) for 60 consecutive days will receive \$200.00.
- Employees who achieve perfect attendance (as described above) for 120 consecutive days will receive an additional \$300.00. (For a maximum amount equaling \$500.00)
- Employees who achieve perfect attendance (as described above) for 180 consecutive days will receive an additional \$400.00. (For a maximum amount equaling \$900.00).

If an employee misses one threshold described above, that employee's attendance will restart at zero. Partial credit will not be given for employees who start work mid-year. Each bonus achieved will be paid to the employee on their regular pay warrant no later than one month after the bonus is earned. An employee's attendance shall reset each school year.

Perfect attendance for purposes of this section is defined as no time off work (paid or unpaid) except: when using no more than two (2) personal leave days consistent with Section 13, when summoned to jury duty/subpoenaed consistent with Section 19, when using Bereavement Leave consistent with Section 9, when using leave covered by FMLA, when using military leave covered by USERRA, or when on paid administrative leave; provided, that if an employee on paid administrative leave during an investigation of misconduct is subsequently disciplined or discharged for just cause, such employee shall not be considered eligible for the perfect attendance incentive.

3. **Effective Date.** This MOU shall take effect August 26, 2025, and shall remain in effect until August 31, 2028, unless otherwise extended by the mutual, written assent of the Parties. No portion of this MOU shall be applied retroactively.

4. **Data Collection.** During the duration of this MOU, the District will, on an annual basis, collect data on the number of employees who achieve each threshold described above and the total annual cost to the District.

**FRANKLIN PIERCE SCHOOL
DISTRICT #402**

Brandy Marshall
Brandy Marshall
Executive Director of Human Resources
and Business Operations

9/3/25
Date

TEAMSTERS LOCAL #313

Terra Ament
Terra Ament
Business Agent

8/29/25
Date