MEMORANDUM OF UNDERSTANDING
Between
M.S.A.D. No. 75 Board of Directors
(hereinafter "the Board")
and
The Merrymeeting Employees Association (Support Staff)
(hereinafter "the Association")

WHEREAS, there is mutual agreement between M.S.A.D No. 75 Board of Directors **(the "Department")** and the Merrymeeting Employees Association **(the "Association")** to adopt a temporary hiring incentive for new bus drivers, pertaining to Article VI- Wages, Call-In Pay and Fringes of the parties' collective bargaining agreement.

WHEREAS and in consideration of the ongoing challenges the Department is facing in recruitment.

WHEREAS and in consideration of the ongoing challenges the Department is facing with the retention of qualified bus drivers.

NOW THEREFORE, the Association and the Department hereby agree as follows:

1. The Department will be permitted to advertise and pay a hiring incentive of one-thousand five-hundred dollars ($1,500.00) to new bus drivers hired after the effective date of this MOU, as it pertains to the details in the Bus Driver Recruitment and Referral Incentive Program approved at the March 26, 2026 Board Meeting (see attached document);

2. The hiring incentive will be paid in two (2) equal payments to eligible new hires. Seven hundred and fifty dollars ($750) upon the successful completion of their one hundred and twenty (120) working day probationary period and seven-hundred and fifty dollars ($750) upon reaching their one (1) year anniversary of continuous employment.

3. Continuous employment shall be calculated by date of hire, as defined by Definitions.16 of the 2024-2027 CBA and shall be inclusive of eligible leave periods.

4. Both parties agree to communicate openly about the impacts and outcomes of this initiative, including feedback from current and new employees;

5. This MOU shall not alter or change any other term or condition contained within Article VI, and all other terms shall remain in full force and effect;

6. This MOU shall remain in effect from March 26, 2026 to June 30, 2027, and shall only be renewed upon the mutual interest and agreement by both parties.

Dated: March 26, 2026

M.S.A.D. No. 75 Board of Directors:

By: _____
Amy Spelke

Merrymeeting Employees Association (Support Staff):

By: _____
Erin Scott, President