

Memorandum of Understanding

Service Employees Local Number 226, affiliated with the AFL-CIO (Local 226) and Douglas County School District No. 0001 (District) are currently parties to a collective bargaining agreement covering the Transportation Division which covers the 2026-27 school year (the "Agreement").

Local 226 and District desire to enter into a Memorandum of Understanding authorizing District to subcontract out specific bargaining unit work, as follows:

1. The District may utilize third-party transportation providers when necessary to ensure the safe and timely transportation of students, provided that such contracting does not result in the permanent displacement of bargaining unit employees. The District will continue to give priority to bargaining unit employees to the extent practicable.
2. The District may utilize third-party transportation providers in the following circumstances:
 - a. When bargaining unit driver vacancies exist and cannot be filled in a timely manner;
 - b. When temporary staffing shortages occur due to employee absences (including but not limited to illness, FMLA leave, or an unusually high volume of daily call-ins);
 - c. When specialized transportation needs arise, including but not limited to equipment requirements (e.g., additional wheelchair-accessible vehicles); and
 - d. For field trips, charters, extracurricular events, or similar non-routine transportation needs;
3. In the circumstances described above, or for Level III school routes, third-party transportation providers may:
 - a. Provide their own qualified aides; **or**
 - b. OPS-assigned aides may accompany the third-party, subject to operational requirements and student needs.

Local 226 and District agree that other than as specifically provided here in, all other terms and provisions of the Transportation Division Negotiations Agreement remain unaltered and in full force and effect.

IN WITNESS WHEREOF, the parties have executed this MOU in duplicate on the dates set forth below.

DOUGLAS COUNTY SCHOOL DISTRICT 0001

By: Jane Erdenberger

Name/Title: Jane Erdenberger, Board President

Date: 7/13/20

Attest: By: _____

[Signature]

SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 226

By: _____

[Signature]

Name/Title: _____

President Geiv Local 226

Date: _____

6-24-26