


Memorandum of Understanding between Oregon Educational Support Personnel Association, IEA-NEA and Oregon Community Unit School District No. 220

This Memorandum of Understanding ("MOU") is entered into on this ____ of April, 2017, between the Oregon Educational Support Personnel Association, IEA-NEA (the "Association") and the Board of Education of the Oregon Community Unit School District No. 220 (the "Board"), collectively referenced as the "Parties" herein.

On April 11, 2017 Superintendent Mahoney met with Association representatives Diana Steinmetz and Gay Vickers and UniServ Director Susan Goudreau to discuss the Board's concerns about its ability to attract and retain bus drivers. The current starting wage for Oregon CUSD #220 bus drivers is \$12.55, well below the current starting wage for bus drivers in other area school districts. If the Board is unable to employ and retain bus drivers it will have to consider the possibility of contracting the District's transportation services to a third party provider. Both parties feel that it is in the best interest of all for the District to continue to employ and retain district bus drivers and maintain its transportation program. Therefore the parties agree to the following terms to be incorporated into the current 2015-2018 collective bargaining agreement as a memorandum of understanding:

1. The Board agrees not to explore third party transportation providers in 2017- 2018. The board will continue to work with the Association in order to maintain the District transportation services.
2. The Association agrees to increase the starting driver wage, currently \$12.55, to \$15.00 per hour beginning in the 2017-2018 school year.
3. The Board agrees to increase the hourly wage of all currently employed bus drivers whose wage is currently below \$15.00 per hour to \$15.00 per hour.
4. The Board agrees to increase the hourly wage of all currently employed bus driver whose hourly wage is more than \$15.00 an additional \$ 0.50 over the \$ 0.25 per hour increase already negotiated for the 2017-2018 school year. This increase will equal a \$ 0.75 per hour increase for the six drivers whose hourly is currently more than \$15.00 per hour
5. Trip Rate Language- For the drivers moving to \$15.00 per hour will be set at \$13.45 per hour. All other drivers will receive a \$0.25 per hour increase in 2017 – 2018.
6. The Board and Association agree that appendix A will represent OESPA bus driver pay for the 2017-2018 school year.

OESPA, IEA-NEA:



President

Date: 6/21/17

Secretary

Date: _____

Oregon CUSD #220 Board:

President

Date: _____

Secretary

Date: _____

APPENDIX A

Drivers Regular and Trip Rate for 2017-2018

Drivers		Hourly Rate		Trip Rate
Barnhart, Cindy	\$	15.00	\$	13.45
New Driver	\$	15.00	\$	13.45
Cain, Josh	\$	15.00	\$	13.45
Carbaugh, John	\$	15.00	\$	14.45
Coine, Susan	\$	15.00	\$	13.45
Cox, Jeff	\$	15.00	\$	13.45
Engle, John	\$	16.03	\$	16.03
New Driver	\$	15.00	\$	13.45
New Driver	\$	15.00	\$	13.45
McGuire, Mike	\$	17.13	\$	17.13
Pudlas, Kellie	\$	16.57	\$	16.57
Reinbolz, Deanna	\$	23.33	\$	18.38
Stienmetz, Diana	\$	18.47	\$	18.42 <i>18.38 DV</i>
Taylor, Jacob	\$	15.00	\$	13.45
New Driver	\$	15.00	\$	13.45
White, Julie	\$	21.80	\$	18.38