

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 220
AND
OREGON EDUCATION SUPPORT PERSONNEL ASSOCIATION**

This Memorandum of Understanding is entered into by and between the Board of Education of Community Unit School District No. 220, Ogle County, Illinois ("Board" or "District"), Oregon Education Support Personnel Association ("OESPA")

The Parties have mutually agreed to the following terms and conditions:

1. The district will lease two Activity MFSAB Buses for a period of 4 years, beginning on July 1, 2019.
2. The Activity MFSAB Buses may be used as a van as long as there are 9 or fewer total staff/student are being transported.
3. During the term of this MOU the Association agrees to allow the Golf team, the Bowling team, the Wrestling Team (when there are 15 or under total including coaches, stats personnel, team managers, and athletes who need to be transported) and the Varsity Basketball team when all three levels are traveling to a destination to be transported by a non-bargaining unit driver using the Activity Bus as needed so long as only one vehicle (the Activity Bus) is necessary to transport the team. Additionally, the Association agrees to allow the following activities to use the Activity Bus: FFA, Academic Team. With the approval of the OESPA Driver Representative the Activity Bus maybe used on an as needed basis.
4. The district agrees to provide a \$1000.00 bonus to any Oregon ESPA employee who refers a new bus driver to the district. The bonus is payable at the conclusion of the new drivers first calendar year of work.
5. The district agrees to guarantee full-time bus drivers a minimum of 30 hours of work per week. If a driver falls short of the 30 hours due to lack of trips/routes the transportation director will provide them additional duties, paid at trip rate, related to transportation including but not limited to cleaning buses, bus garage clean up, data entry, serving as an aide on another route, etc.
6. Drivers hired after July 1, 2019 will be eligible for a \$1,000.00 bonus that is payable at the conclusion of their first year. This bonus will only be available if it the Transportation Director deems there is shortage of bus drivers.
7. If the transportation department becomes fully staffed during the term of this MOU, the district and association will meet to discuss amending or voiding the MOU.

It is understood that this is a non-precedent setting agreement which automatically expires on June 30, 2023.

IN WITNESS WHEREOF, the Parties have executed this Agreement on this day of April 15, 2019.

**BOARD OF EDUCATION OF COMMUNITY
UNIT SCHOOL DISTRICT NO. 220
OGLE COUNTY, IL**

OESPA

By: _____
Its: President, Bryan Wills

By: _____
Its: President