

**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 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.
2. 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 and if the Transportation Director deems there is shortage of bus drivers.
3. Drivers hired after July 1, 2023 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.
4. The benefits described above will apply to the first, 14 six-hour bus drivers by seniority list. Any additional drivers hired after the 14<sup>th</sup> six-hour driver would not be guaranteed 30 hours a week.

It is understood that this is a non-precedent setting agreement which automatically expires on June 30, 2026.

**IN WITNESS WHEREOF**, the Parties have executed this Agreement on this day of September 19, 2023.

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

**OESPA**

By: \_\_\_\_\_  
Its: President, Bryan Wills

By: \_\_\_\_\_  
Its: President