

**Memorandum of Understanding
Between
The OAPSE Local 370 and The Galion City School District Board of Education**

This Memorandum of Understanding ("MOU") is entered into by and between the OAPSE Local 370 ("OAPSE") and the Galion City School District Board of Education ("Board") (collectively, "the Parties") to document the Parties' agreement to implement a pilot program for the 2024-2025 school year to pay a cash signing bonus to newly hired bus drivers and pay for training that results in an S&P endorsement for drivers holding a Commercial Driver's License (CDL).

WHEREAS, the Parties are signatories to a collective bargaining agreement ("CBA") effective July 1, 2022-June 30, 2025; and

WHEREAS, the Board acknowledges that there is a nationwide shortage of qualified bus drivers ("difficult to fill positions"); and

WHEREAS, it is in the interests of the Parties to attract quality candidates for difficult-to-fill positions; and

WHEREAS, this MOU establishes a pilot program for the 2024-2025 school year only and may be revisited at the conclusion of the 2024-2025 school year to determine if the pilot program should be continued.

NOW, THEREFORE, the Parties agree as follows:

1. For the 2024-2025 school year, which shall be defined as July 1, 2024, through June 30, 2025, the Board is authorized to offer a one thousand dollar (\$1,000.00) signing bonus to successful candidates hired to fill full-time vacancies and five hundred (\$500) signing bonus to successful candidates hired to fill part-time vacancies for the previously identified difficult-to-fill positions. In addition, the successful candidate will be paid for up to 40 hours of training that leads to an P&S endorsement on the candidate's CDL. Training requirements of 40.5 hours and above will be on the employee's own time. "Active employment" means working in the employee's assigned job placement in accordance with the Galion City School District Calendar.
2. Candidates hired under the terms of this MOU shall be informed of the stipulations and proration should they leave the employment of Galion City Schools for any reason, voluntarily or involuntarily, prior to completion of a term of active employment of seventy-two (72) continuous weeks.
3. If a newly hired employee under this pilot program leaves employment with the Galion City Schools prior to a term of active employment of seventy-two (72) weeks, the proration shall be as follows:
 - a. one hundred percent (100%) of the bonus shall be repaid to the Board if the employee leaves employment before completing thirty-six (36) continuous weeks of employment;
 - b. fifty percent (50%) of the bonus shall be repaid to the Board if the employee leaves employment after completing at least thirty-six (36) but not yet completing fifty-four (54) continuous weeks of employment from the employee's first date of active employment;

- c. twenty-five percent (25%) of the bonus shall be repaid to the Board if the employee leaves employment after completing fifty-four (54) but not yet completing seventy-two (72) continuous weeks of employment.
4. Repayment, if any, as described in section three (3) above, shall be deducted from the employee's final paycheck. If the amount of the employee's final paycheck is insufficient to repay the bonus amount owed, the employee shall enter into a contract outlining a repayment plan with the Office of the Treasurer to repay any money still owed. The Treasurer may pursue any legal means necessary to collect monies owed by an employee who fails to abide by the terms of the repayment plan.
5. The signing bonus shall be paid to eligible new employees in two (2) equal payments of five hundred dollars (\$500) during the employee's first and second contractual pay periods after completing the training that leads to a P&S endorsement on their CDL.
6. This MOU is a one-time agreement and shall not constitute any form of precedent, past practice, or waiver, and it shall not have any binding effect on any aspect of the CBA beyond the provisions as stated herein.
7. This MOU shall expire on July 1, 2025, with no further action required by either party.
8. This MOU shall be effective upon execution by the authorized representatives of each Party.

IN WITNESS WHEREOF, the Parties enter this Memorandum of Understanding voluntarily on the 24th day of September 2024. This shall be the effective date of this Memorandum of Understanding, and it shall be effective on this date.

OAPSE Local 370

Galion City School District Board of Education