



## DISTRICT ADMINISTRATIVE OFFICE

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### MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) is entered into by and between the Big Walnut Local School District Board of Education (the “Board”) and the Ohio Association of Public School Employees, Local 524 (“OAPSE”) (collectively “the Parties”).

**WHEREAS**, the Board and OAPSE are parties to a collective bargaining agreement (“CBA”) with effective dates of July 1, 2022 through June 30, 2025; and

**WHEREAS**, on any given day the Board experiences employee absences that it is not always able to fill with a substitute employee; and

**WHEREAS**, the CBA does not address certain Transportation situations that may arise as a result of driver absences; and

**WHEREAS**, the Parties wish to address those situations through this MOU.

**NOW, THEREFORE**, in consideration of the mutual promises and obligations contained herein and other good and valuable consideration, the sufficiency of which is hereby acknowledged, the Board and OAPSE enter into the following agreement:

1. Section 13.06 of the CBA provides for the annual bidding of all bus routes. For the 2024-2025 school year included within this bidding process will be several routes for On-call drivers. On-call drivers will not have one established assigned route, but will drive another driver’s assigned route on any particular day to cover for the absent driver.
2. Any bus driver with four (4) or more years of experience driving for the Board, or has a minimum of five years driving experience with at least two years for the Board, who bids on one of the On-call routes and drives it for the 2024-2025 school year will receive a stipend of One Thousand Dollars (\$1,000.00) to be paid in \$500 increments twice a year, January and June.
3. Compensation for the On-call routes will be as set forth in Section 13.10(B) of the CBA.
4. The CBA remains unchanged except as specifically provided for by this MOU.
5. This MOU contains the entire agreement of the Parties regarding the matters set forth herein and supersedes any other agreements or discussions, whether oral or written, regarding these matters. Any amendment to this MOU must be in a writing signed by all Parties.
6. The Board and OAPSE have reviewed and approved this MOU and each signatory to this MOU represents that he or she has the authority to enter into this agreement and bind his/her Party.

**FOR OAPSE:**

**FOR THE BOARD:**

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Adam Giesz, Interim President  
OAPSE #524

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Ryan McLane, Superintendent  
Big Walnut Local School District