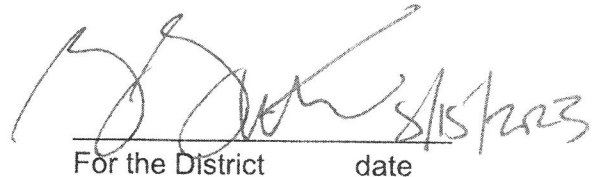


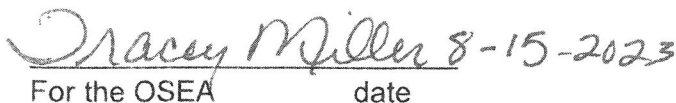
Memorandum of Understanding (MOU)
Between Stanfield School District (District)
And
Oregon School Employees Association Chapter 81 (Association)

The undersigned parties hereby agree to the following for the purposes of bringing continuity of transportation services with the District so as to be competitive with regional transportation providers.

- The MOU applies to Bus Drivers for the length of the negotiated agreement that expires June 30, 2025.
 1. Route pay, trip rate, and stand-by time (waiting time) will be the same hourly wage.
 2. Driver pay shall be the bargained wage for a minimum of 4 hours per day, applicable to home-to-school transportation on school days Monday-Thursday.
 3. Driver pay shall be \$20/hr for drivers who choose to receive benefits as part of their compensation package. The District will continue to pay the 6% employee PERS contribution.
 4. Drivers who choose a flat-rate compensation shall be paid \$26/hr and will not be eligible for benefits. Drivers who choose this option will pay the employee's 6% PERS contribution.
 5. The driver will receive compensation for his/her meal reimbursed for the following: Breakfast-\$10, Lunch-\$10, Dinner-\$15
 6. If routes are increased because of increased enrollment or number of stops, the Transportation Supervisor will determine equity based on current pay using 1.5 hours' time.
 7. Assignment of all driving will be a management decision. Attempts to rotate the assignments among the drivers will be a priority when possible.
 8. The district will reimburse drivers up to \$100 for required physicals.
 9. Driver wages will increase in 24-25 by 5% in accordance with the bargained wage increase percentage.


For the Association 8/21/23
date


For the District 8/15/2023
date


For the OSEA 8-15-2023
date