

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding made and entered into this ____ day of _____, 2026, by and between the Board of Education of Pana Community Unit School District No. 8 (“Board” or “District”) and the Pana Educational Service Personnel Association, IEA/NEA (“Association”), the exclusive representative for all non-exempt educational service personnel employees of the District.

W I T N E S S E T H:

WHEREAS, the Board and the Association are parties to a collective bargaining agreement covering the 2024-2025 through the 2026-2027 school years (“the Agreement”); and

WHEREAS, the Board has experienced difficulty in hiring and retaining qualified school bus drivers and bus aides; and

WHEREAS, the Board and the Association have reached mutually agreeable terms to guarantee a minimum number of hours for bus drivers and to increase the hourly wage of certain bus aides and wish to incorporate the same herein.

NOW, THEREFORE, in consideration of the premises and the mutual promises, covenants, and agreements contained herein, and for other valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties agree as follows:

Section 1. Incorporation of Preambles. The parties hereby find that all of the recitals contained in the preambles to this Memorandum are full, true and correct and do incorporate them into this Memorandum by this reference.

Section 2. Bus Driver Hours. Each bus driver who drives a morning and afternoon bus route in the same day shall be paid for a minimum of five (5) hours for that day, even if the actual number of hours worked is less than five (5) hours. A driver with a regular morning and afternoon route who only drives one route on a particular day shall be paid for two and one-half (2 ½) hours for that day, if the driver has no available paid leave.

Section 3. Bus Aide Wage Adjustment. Notwithstanding the ESP Salary Schedule in Appendix A of the Agreement (“the Schedule”), any bus aide who is also employed in another position in the District during the 2026-2027 school year shall be paid his or her higher hourly wage, whether performing duties as a bus aide or in the other assignment.

Section 4. Duration. This Memorandum shall become effective upon approval by both parties. Any adjustments in pay shall be effective beginning with the first payroll period after approval by both parties and shall continue in effect until the conclusion of the 2026-2027 school year. The parties may mutually agree to extend this Memorandum thereafter. However, it shall not be considered the *status quo* for purposes of bargaining for a successor collective bargaining agreement or upon completion of the 2026-2027 school year.

Section 5. Execution. This Memorandum may be executed in counterparts, and any party herein may sign any counterpart. The Memorandum shall be effective when each party hereto shall have signed a counterpart, and a set of counterparts bearing the signatures of each party hereto shall constitute the Memorandum as fully as if all the parties shall have signed a single document.

Section 6. Entirety of Agreement. This Memorandum constitutes the whole and entire agreement between the parties regarding this matter. No prior agreement, negotiations, relationships, understanding, course of dealing, or usage forms any part of this Memorandum.

IN WITNESS WHEREOF, the parties hereto have caused this Memorandum to be executed on the date first written above.

**BOARD OF EDUCATION
PANA C.U.S.D. NO. 8**

By: _____
Its President

ATTEST:

Secretary

**PANA EDUCATIONAL SERVICE
PERSONNEL ASSOCIATION, IEA/NEA**

By: _____
Its President

ATTEST:

Secretary