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

WHEREAS, the Board and the Association have reached mutually agreeable terms to provide incentives for new bus drivers 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. New Bus Driver Incentive. The Board will pay the full cost of the initial CDL and bus permit for all drivers, as provided in Section 14.8 of the Agreement. Upon initial employment by the Board and completion of the CDL and bus driver permit, the Board shall pay each new bus driver the sum of Five Hundred Dollars ($500.00), less applicable withholdings and deductions, to be paid with the first payroll for earnings after the driver's employment. After the driver has completed nine (9) months of work in the District without any unexcused absences

or formal discipline, the Board shall pay the driver an additional One Thousand Dollars ($1000.00), less applicable withholdings and deductions. In consideration of such payments by the District, the driver must agree to remain an employee of the District and not voluntarily leave the employment of the District prior to one calendar year from the date of initial employment. In the event the driver voluntarily leaves the employment of the District prior to the end of one calendar year from the date of initial employment, the driver will reimburse the District the total amount of the incentive payments. If the District is required to initiate legal action against the driver to secure the repayment of the amount described above, the driver shall be responsible for all costs associated with the costs of said legal action, including the cost of the District's attorney's fees.

Section 3. Duration. This Memorandum shall remain in effect for the 2026-2027 school year and shall sunset at the conclusion of the 2026-2027 school year. The Memorandum shall be retroactive to the beginning of the 2026-2027 school year, and any qualified driver employed since the beginning of the 2026-2027 school year shall be entitled to the incentive, with the initial payment to be made no more than _____ days after ratification hereof by the parties. 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 4. 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 5. 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: Scott Sims
Its President

ATTEST:

_____
Secretary