

**MEMORANDUM OF UNDERSTANDING  
USE OF TEMPORARY DRIVER SERVICES**

THIS AGREEMENT is made this 21 day of August, 2023, by and between the Board of Education of Lemont-Bromberek Combined School District 113A, Cook and DuPage Counties, Illinois (“Board of Education” or “District”), and the Lemont-Bromberek School District 113-A Support Staff Association, IEA/NEA (“Association”). and

**WHEREAS**, the Board of Education and the Association are currently parties to a Collective Bargaining Agreement (AGREEMENT) through June 30, 2025, and

**WHEREAS**, said AGREEMENT makes the Association the sole and exclusive representative for all members of the bargaining unit and reserves the work of providing student transportation to members of the bargaining unit; and

**WHEREAS**, the District continues to have difficulty securing employees to cover all bus routes and transportation services required to operate District programs.

**NOW THEREFORE**, the Board of Education and the Association agree as follows:

1. In anticipation of and during the 2023-2024 school year, including summer school during 2024, the District will continue to use its best efforts including but not limited to: posting on the district website, posting on external websites, holding job fairs, community outreach, etc... to secure an adequate number of drivers to staff the transportation needs of the District.
2. While attempting to secure the required number of drivers as employees of the District, the District may contract with a private, outside transportation service provider(s) to secure temporary drivers to assist in filling the transportation needs of the District. Any arrangement with an outside provider(s) to secure such drivers will be a temporary arrangement, which will terminate as a sufficient number of permanent drivers can be hired by the District. The

securing and assignment of such outside drivers will not constitute subcontracting and will not displace currently employed drivers or be used as permanent replacements.

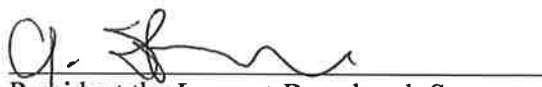
The number of such outside drivers and the routes assigned to them will be shared with the Association President when known. The ability to secure temporary substitute drivers under this Memorandum will be reviewed every 90 school days between the Superintendent and the Association President.

3. All other provisions, terms and conditions remain the same as set forth in the current Collective Bargaining Agreement.

**IN WITNESS WHEREOF**, the Board of Education of Lemont-Bromberek Combined School District 113A, Cook and DuPage Counties, Illinois and the Lemont-Bromberek Support Staff Association by their duly authorized representatives and agents, have signed and executed this Agreement on the date first set forth above.

  
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President of the Board of Education of  
Lemont-Bromberek School District 113A

  
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Secretary of the Board of Education of  
Lemont-Bromberek School District 113A

  
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President the Lemont-Bromberek Support  
Staff Association, IEA/NEA