

**Memorandum of Understanding  
Bidding Process for Transportation Employees**

This Memorandum of Understanding ("MOU"), is entered into this 19th day of April, 2022, between the Board of Education of Antioch CCSD #34 (the "Board" or the "District") and the Antioch Support Professionals (ASP), IEA/NEA.

**NOW, THEREFORE**, the Parties agree as follows:

Field trips were previously assigned to drivers in seniority order as the trips come in per past practice.  
*Field trips will now go to a rotation bid where trips are posted and drivers will bid on trips in seniority order beginning with their first choice, second choice and so on.*

Midday routes previously did not go up for bid every year per past practice.  
Midday routes will now go up for bid every year as well as any other extra activities such as late bus runs etc.

Sports runs previously were covered by standby drivers.  
Sports trips will now be available for any driver to sign up on a rotation bid in seniority order.

- If a standby driver is available, they will cover the route of the driver who was awarded the sports run.
- If a standby driver is not available to cover the driver who was awarded the sports trip, the first driver available will drop the sports trip and the awarded sports driver will meet the team after they have completed their routes.

Driver hours will be capped at 30 hours per week. Drivers will not be able to bid on trips that would put them over. Drivers may bid on other available trips that would keep them within their capped time. If a trip could not be covered due to lack of drivers bidding, then an exception would be made.

This MOU is effective at the start of the 2022-2023 school year upon execution by the authorized representatives of the District and the Association as set forth below and shall cease to be effective upon the expiration of the current 2021-2026 Board of Education/ASP union contract agreement.

**IN WITNESS WHEREOF**, this Memorandum of Understanding is agreed to and authorized by the signatures of the Parties' representatives as set forth below.

**ANTIOCH ELEMENTARY  
EDUCATION ASSOCIATION, IEA-NEA**

By: Kristen Raeker  
ASP, President

Date: 5-17-22

**BOARD OF EDUCATION OF  
CCSD ANTIOCH #34,  
LAKE COUNTY, ILLINOIS**

By: Chris Huffner  
Antioch CCSD #34 School Board, President

Date: 5.17.22