MEMORANDUM OF UNDERSTANDING

On this ____ day of _____, 2026, this **MEMORANDUM OF UNDERSTANDING** (hereinafter referred to as the "MOU") is entered into by and between the Central Bucks Transportation Association (hereinafter referred to as the "CBTA") and the Central Bucks School District (hereinafter referred to as the "District").

WHEREAS, the District and CBTA are parties to a Collective Bargaining Agreement for the period of July 1, 2025 through June 30, 2029 (hereinafter referred to as "CBA"); and

WHEREAS, Article 5, Conditions of Employment: Drivers, Subsection 2 to the CBA provided for the transportation of students for field and sporting trips exclusively by CBTA bargaining unit members.

WHEREAS, the District and CBTA wish to clarify Article 5, Section 2, Subsection (a) of the CBA regarding the circumstances under which contracted services may be utilized solely for field and sporting trip transportation.

NOW, THEREFORE, the District and CBTA hereby mutually agree that the District may use the services of any contracted third-party vendor, including but not limited to Superior Bus Service, Inc. or Zum Services, Inc. (hereinafter referred to as "third-party vendor"), for field and sporting trips after such trips have been made available for bidding and no driver, including full-time drivers, substitute drivers, and floaters, submits a bid.

1. Daily school bus routes are performed between 6:30AM to 9:15AM and 2:00PM to 4:30PM (hereinafter referred to as "regular transportation window"). All trips, including field and sporting trips, will be posted for bid. Drivers may bid on posted trips. The district will make a reasonable effort to award trips to bargaining unit members. Award of trips will be subject to transportation department final approval based on district routing needs. If no driver, including

full-time drivers, floaters, and substitute drivers, submits a bid, or the trip remains unassigned, the trip will be sent to the third-party vendor.

2. Before assigning the field and sporting trips to bargaining unit members or the third-party vendor, the District will, in its sole discretion, make a reasonable effort to reschedule the trips to occur outside the regular transportation window, when operationally feasible, so that bargaining unit members have a greater opportunity to bid on the trips through the normal bidding process.

3. Current ARTICLE 5 – CONDITIONS OF EMPLOYMENT: DRIVERS, Section 2. FIELD AND SPORTS TRIPS, C. Rotating Bid Lists, 4. Shall be struck from the current CBA: ~~Full-Time Drivers holding a Regular Route are disqualified from bidding on any work when the times conflicts with the times as specified in Edulog.~~

4. All other terms and provisions of the CBA, including all other terms and definitions contained in Article 5, Section 2, remain unaltered and shall continue in full force and effect.

5. Nothing in this MOU shall be construed to establish a precedent or past practice by either the District or CBTA.

6. CBTA and its Members waive any right they may have to file a grievance in connection with the subject matter of this MOU, except to the extent that such grievance is filed seeking enforcement of the District's obligations under the terms of this MOU. Any currently filed grievances will be recalled.

7. This MOU constitutes the full and complete understanding between the District and CBTA regarding the modification of the Collective Bargaining Agreement between the Central Bucks School District and the Central Bucks Transportation Association on Behalf of Their Bargaining Unit Members, July 1, 2025 – June 30, 2029, as it relates to circumstances under which

the District may outsource student transportation services for field and sporting trips where no bargaining unit driver bids on an available field and sporting trip. Any attempt to modify or amend this MOU shall be effective only upon the execution of a written document by all parties hereto embodying such changes as have been agreed upon. Any prior written agreements, documents, contracts, or writings of any kind between the parties relating specifically to the issues addressed in this MOU are superseded by this MOU. Neither party hereto has made or relied upon any statement, representation or warranty not expressly set forth herein as an inducement to enter into this MOU.

8. If any portion, segment or part of this MOU is deemed unenforceable by a court of law, the remaining portions, segments or parts of this MOU shall remain in full force and effect.

9. This MOU shall be governed by and construed in accordance with the laws of the Commonwealth of Pennsylvania.

IN WITNESS WHEREOF, the undersigned have executed this Memorandum of Understanding as of the day and year first above written.

ATTEST:	CENTRAL BUCKS SCHOOL DISTRICT
_____	_____ Heather Reynolds President, Board of School Directors
WITNESS:	CENTRAL BUCKS TRANSPORTATION ASSOCIATION (CBTA)
_____	_____ Tom Baker President, CBTA