



COMBINED MASTER STAFFING AND TRANSPORTATION SERVICE AGREEMENT

Incorporating General Staffing Services (FY27) & Van Driver Transportation Services (R.C. 3313.17)

This Staffing and Service Agreement (hereinafter referred to as “Agreement”) is entered into on this **19th day of August** by and between the **Governing Board of Northmor Local School District, Northmor** (hereinafter referred to as “District” or “Client”) and the **Governing Board of the Mid-Ohio Educational Service Center** (hereinafter referred to as “MOESC” or “Mid-Ohio ESC”) upon the following terms and conditions.

RECITALS

WHEREAS, the MOESC is an Educational Service Center established pursuant to O.R.C. Chapter 3311.5; and

WHEREAS, pursuant to O.R.C. 3313.17 and 3313.845, the MOESC is legally authorized to contract with The District / Client for various educational and staffing services; and

WHEREAS, The District desires that MOESC provide it with certain staffing services and transportation/van driver services pursuant to the terms and conditions set forth herein; and

WHEREAS, MOESC desires to provide The District with certain staffing services and transportation/van driver services pursuant to the terms and conditions set forth herein.

NOW, THEREFORE, for mutually acceptable considerations, the parties hereto agree as follows:

ARTICLE I: STAFFING SERVICES & ASSIGNMENTS

1.1 Services: MOESC shall provide The District with the following staffing services (hereinafter referred to as “Staffing Services”):

<u>Employee</u>	<u>Position</u>	<u>Bill Rate</u>
a. Brandelyn Arndt	Educational Aide/ Paraprofessional	\$18.05/hour
b. Amy Ciballi	Educational Aide/ Paraprofessional	\$16.80/hour
c. Maddie Corwin	Educational Aide/ Paraprofessional	\$24.40/hour
d. Andrea Cramer	Educational Aide/ Paraprofessional	\$20.00/hour

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e. Kristy Goodman	Educational Aide/ Paraprofessional	\$15.80/hour
f. Tracy Gray	Educational Aide/ Paraprofessional	\$22.30/hour
a. Laura Heminger	Educational Aide/ Paraprofessional	\$15.20/hour
b. Cynthia Landin	Educational Aide/ Paraprofessional	\$21.85/hour
c. Sarah Mills	Associate to the School Psych	\$24,630.00 annually
d. Brittany Pajot	Educational Aide/ Paraprofessional	\$15.55/hour
e. Valerie Reynolds (Resigned 10/16/2026)	Educational Aide/ Paraprofessional	\$14.35/hour
f. Roberta Roshon	Educational Aide/ Paraprofessional (Bus)	\$16.65/hour
g. Jessica Sauer	Educational Aide/ Paraprofessional	\$18.05/hour
h. Stephanie Shireman	Educational Aide/ Paraprofessional	\$16.25/hour
i. MaryAnn Stiver	Van Driver	\$31,255.00 annually
j. Benjamin Swisher	Educational Aide/ Paraprofessional	\$17.50/hour
k. Dalila Zamudio (Resigned 8/20/2026)	Educational Aide/ Paraprofessional	\$17.50/hour

1.2 Additional Services: Additional staffing services not specified in Section 1.1 shall be provided by MOESC only upon mutual agreement of the parties through the execution of an addendum to this Agreement.

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ARTICLE II: TRANSPORTATION AND VAN DRIVER SERVICES (R.C. 3313.17)

2.1 Engagement & Standard of Service: During the term of this Agreement, the Client hereby engages the Mid-Ohio ESC to provide Transportation/Van Driver services pursuant to R.C. 3313.17. The Mid-Ohio ESC hereby represents and warrants to the Client that it has the necessary expertise, licenses, permits and capability to provide the services and covenants to furnish its best skill and judgment in performing the services as set forth herein.

2.2 Duties of the Client (Northmor Board of Education):

- Provide and maintain vehicle(s) including fuel, licensing, and required maintenance.
- Ensure that both the vehicle and the driver(s) are covered by adequate liability insurance, consistent with ORC 3327.09 and ORC 4509.101, to protect against claims for loss, personal injury, death, or property damage arising out of student transportation.
- Schedule routes, pick-up/drop-off locations, and communicate transportation needs.
- Register the driver(s) for required Ohio Preservice Motor Van Driver(s) Training and any supplemental training (special needs, preschool, adaptive equipment, etc.).
- Provide orientation/training regarding local policies, emergency procedures, and student management protocols.
- Ensure the driving performance evaluation and review are conducted by a certified on-the-bus instructor (OBI) or other qualified evaluator designated by the district.
- Supervise day-to-day route assignments and operational oversight.
- Maintain records of semi-annual driver record checks, training registrations, and local compliance documentation for a minimum of six years, and provide copies to Mid-Ohio ESC upon request.
- Ensure completion and payment of the driver(s)'s required physical examination (T-8 Form) and maintain documentation that the driver(s) is deemed physically qualified in accordance with OAC 3301-83-07.
- Provide a copy of the completed T-8 physical form to Mid-Ohio ESC for personnel and compliance records.

2.3 Duties of Mid-Ohio ESC:

- Employ the van driver(s), including payroll, benefits administration, and personnel recordkeeping.
- Complete mandatory background checks (BCI/FBI, Rapback, ORC 3327.10 compliance).
- Verify driver(s) qualifications (experience, driving record, licensure, drug testing, medical clearance).
- Confirm completion of preservice/in-service training requirements (OAC 3301-83-10).
- Maintain records of employment-related documentation for the van driver(s), including background checks, training completions, medical/T-8 forms provided by Northmor, and compliance documentation, for a minimum of six years, and provide copies to Northmor upon request.
- Collaborate with Northmor administration on evaluations, concerns, and disciplinary matters.

2.4 Supplemental Provision: This agreement is supplemental to the employment contract between Mid-Ohio ESC and its employees, including the van driver(s) assigned to Northmor Local Schools. Nothing herein supersedes or conflicts with that employment contract.

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ARTICLE III: COMPENSATION AND PAYMENT FOR SERVICES

3.1 Payment for Services: As consideration for providing the Staffing Services and Transportation/Van Driver Services, the District shall reimburse MOESC all employment related services incurred by MOESC for the service including but not limited to salary, retirement, fringe benefits, administrative costs, unemployment, and workers' compensation.

3.2 Invoicing and Terms: MOESC shall issue invoices to The District on a regular basis, and each invoice shall be paid in full by the District within thirty (30) days of receipt thereof.

ARTICLE IV: TERM OF AGREEMENT

4.1 Staffing Services Term (FY27): The general Staffing Services component of this Agreement shall be for a term of twelve (12) months, commencing on **July 1, 2026**, and ending on **July 31, 2027**.

4.2 Transportation / Van Driver Services Term (FY26): The Transportation/Van Driver services component of this Agreement shall be for a term of twelve (12) months, commencing on **July 1, 2026**, and ending on **July 31, 2027**.

ARTICLE V: POLICIES, PROCEDURES AND EMPLOYMENT MATTERS

5.1 Policies and Procedures: Staff assigned pursuant to this contract shall be expected to follow all policies, rules and procedures of the District and the District shall be responsible for enforcing the same.

5.2 Assignment of Duties: The District shall assign staff to perform all duties and services related to the specific assignment as well as determine the days, hours, means and methods for the performance of such services.

5.3 Cooperation & Information Sharing: Upon either party's request, the other party shall provide, without charge, copies of all information, data, records, and/or reports which the requesting party deems necessary to the provision of the Staffing Services. Appropriate conferences shall also be scheduled at convenient times with essential administration personnel of both parties for the purpose of discussing necessary information.

5.4 Employment Status, Evaluation, and Discipline: Further the parties acknowledge that the staff are employees of the MOESC which is responsible for the evaluation, non-renewal, discipline, and termination of such staff. However, the District shall cooperate with the MOESC in regard to such matters and coordinate in providing any required notices, evaluations, discipline, non-renewal or termination. Unless otherwise agreed upon in writing prior to the beginning of the

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school year the District will perform any evaluations required by MOESC or the ORC and follow all related procedures.

ARTICLE VI: GENERAL LEGAL PROVISIONS

6.1 Compliance with Law: Both parties shall comply with all applicable Federal, State, and Local laws, ordinances, codes, regulations, and policies, including but not limited to those governing the disclosure of confidential information regarding students and/or their family members, such as the Family Educational Rights and Privacy Act (20 U.S.C. §1232g).

6.2 Early Termination: In the event that this Agreement is terminated for any reason, the District shall pay all outstanding compensation owed to MOESC for the Staffing Services provided through the effective date of the termination.

6.3 Force Majeure: Neither the Client nor Mid-Ohio ESC shall be deemed to be in breach or default of any provision of this Agreement by reason of a delay or failure in performance due to acts of God, acts of governments, wars, riots, strikes, accidents in transportation, or other causes beyond the control of the parties.

6.4 Amendment: This Agreement may not be reformed, altered, or modified in any way by any practice or course of dealing, but may be modified or amended only by an instrument in writing duly executed by both parties and this Agreement may not be discharged except by performance in accordance with its terms or by writing signed by the party to be charged. However, if the Mid-Ohio ESC is required to amend the Agreement pursuant to a change in the Ohio Department of Education guidelines or other federal, state, or local health, safety, or civil rights law, it is agreed that this Agreement can be amended pursuant to such mandate through mutual consent of the Client and Mid-Ohio ESC.

6.5 Assignment & Subcontracting: Neither party may assign, subcontract, or otherwise transfer, voluntarily or by operation of law, this Agreement without the prior written consent of the other party.

6.6 Entirety of Agreement: This Agreement contains the entire agreement between the parties with respect to the provision of staffing and van driver services, and there are no oral promises or other representations including its execution or qualifying its terms. Any prior service contract or similar type of agreement between the parties, oral or written, regarding such services is hereby superseded and terminated. This Agreement is supplemental to, and explicitly merges into a unified document, the general Staffing Agreement and the Transportation / Van Driver Service Agreement between the parties.

6.7 Governing Law & Venue: The laws of the state of Ohio shall govern the validity, performance, and enforcement of this Agreement, with venue established in Richland County, Ohio.

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6.8 Severability: Each article, paragraph, provision, term, and condition of this Agreement and any portions thereof, shall be considered severable. If, for any reason, any portion or provision of this Agreement is determined to be invalid, inoperative, or contrary to any applicable law, rule, or regulation, the remaining portions of this Agreement shall be unimpaired, remain binding on the parties, and continue to be given full force and effect.

6.9 Notices: Any notice required or permitted herein shall be in writing and deemed given if delivered personally, sent via registered or certified U.S. mail (postage prepaid), or sent via appropriate email to the addresses set forth below. Any change of notice of address shall be effective only upon receipt.

If to the Mid-Ohio ESC:

Mid-Ohio Educational Service Center
c/o Superintendent
890 West Fourth Street
Mansfield, OH 44906

If to the Client:

Northmor Local Schools
c/o Superintendent
7819 State Route 19
Galion, Ohio 44833

6.10 Section Headings: The section headings contained in this Agreement are for convenience of reference only and shall not affect the meaning or interpretation of this Agreement.

6.11 Waiver of Breach: The waiver by any party of breach or violation of any provision of this Agreement shall not operate as or be construed to be a waiver of any subsequent breach hereof, or as to any party hereto.

6.12 Counterparts: This Agreement may be signed by the parties hereto in counterparts, and, taken together, shall constitute one and the same Agreement.

6.13 Binding Effect & Governing Board Action: This Agreement shall not be binding until adopted by the Client and Mid-Ohio ESC in public session and executed by the parties.

IN WITNESS WHEREOF

IN WITNESS WHEREOF, the parties hereto have set their hands and executed this Agreement on the date first written above.

Northmor Local School District

By _____
Board President (I affirm that I have authority to bind
Northmor Local School District to the terms of this Agreement)

Date

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And by _____
Superintendent (I affirm that I have authority to bind _____
Northmor Local School District to the terms of this Agreement) Date _____

And by _____
Treasurer (I affirm that I have authority to bind _____
Northmor Local School District to the terms of this Agreement) Date _____

MID-OHIO EDUCATIONAL SERVICE CENTER GOVERNING BOARD

By _____
Board President (I affirm that I have authority to bind _____
Mid-Ohio ESC to the terms of this Agreement) Date _____

And by _____
Superintendent (I affirm that I have authority to bind _____
Mid-Ohio ESC to the terms of this Agreement) Date _____

And by _____
CFO/Treasurer (I affirm that I have authority to bind _____
Mid-Ohio ESC to the terms of this Agreement) Date _____

* This Agreement has no legal effect absent Governing Board action: Board Resolution No. _____

Office Use Only Tracking - _____ Executive AA _____ HR _____ Director/Supervisor _____ Fiscal (payroll) _____ Treasurer
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