

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by and between the Elida Local School District Board of Education (the "Board"), the Ohio Association of Public School Employees, (OAPSE)/AFSCME Local 4, AFL-CIO and its Local #16 (the "Union"), and Mary Reiff (the "Employee").

The Board, the Union, and the Employee hereby agree to the following as complete and final settlement of the issue involving the Employee's placement on the salary schedule:

1. The Board shall place the Employee on Step 6 on the salary schedule effective immediately.
2. The Board shall pay the Employee \$688.96, less appropriate withholdings, as back pay.
3. The Employee shall not be entitled to any additional back pay, retroactive pay, or any other compensation related to her placement on the salary schedule and shall treat the back pay referenced in paragraph 2 above and the step adjustment referenced in paragraph 1 above as a full and complete remedy to her concerns regarding credit for her substitute driving during the 2013-2014 school year.
4. The action described in paragraph 1 of this MOU is to be regarded as non-precedent setting and is taken as a result of a unique set of facts.

ELIDA LOCAL SCHOOL DISTRICT

OAPSE/AFSCME LOCAL 4 AND ITS
LOCAL # 16

Date

Date

MARY REIFF

Date