

Table of Contents

12.8.2025 BOE Mtg. Agenda Addendum

Speer Mechanical Preventive Maintenance Agreement

Josten's Yearbook Agreement

TimeClock Plus Enterprise License Agreement

WESPA MOU (Previously Retired Employee)

**WADSWORTH CITY SCHOOL DISTRICT
BOARD OF EDUCATION**

WADSWORTH, OHIO

REGULAR STATED MEETING

MONDAY, DECEMBER 8, 2025, 7:00 P.M.

JAMES R. MCILVAINE PERFORMING ARTS CENTER AT WADSWORTH HIGH SCHOOL
625 BROAD STREET

AGENDA ADDENDUM

VIII. Administrative Items

B. Action Consent Items

11. Recommendation to approve the Preventive Maintenance Agreement between Speer Mechanical and the Wadsworth City School District Board of Education for the period of January 1, 2026 through December 31, 2026
12. Recommendation to approve the Yearbook Agreement between Jostens, Inc. and the Wadsworth City School District Board of Education for the 2026-2027, 2027-2028, and 2028-2029 school years
13. Recommendation to approve the Enterprise License Agreement between TimeClock Plus, Inc. and the Wadsworth City School District Board of Education
14. Recommendation to approve the Memorandum of Understanding between the Wadsworth Educational Support Personnel Association OEA/NEA and the Wadsworth City School District Board of Education

XI. Board Member Items

A. Ratification of Resignations

6. Melissa Ewolski, Non-teaching Employee, eff. 12/20/2025
7. Kathy Ott, Certified Teacher, retirement eff. 6/1/2026

**WADSWORTH CITY SCHOOL DISTRICT
BOARD OF EDUCATION
Regular Meeting
December 8, 2025**

Agenda Addendum Detail Sheet

VIII. Administrative Items

B. Action Consent Item

- 11. Speer Mechanical Agreement:** The Preventive Maintenance Agreement between Speer Mechanical and the Wadsworth City School District Board of Education for the period of January 1, 2026 through December 31, 2026 being recommended for approval is for the Community Center. The Board of Education is required to approve this Agreement because it serves as the fiscal agent for the Community Center although this Agreement has no cost directly to the Board of Education; the Community Center's Operation Committee pays for this expense.
- 12. Jostins, Inc. Agreement:** The Yearbook Agreement between Jostens, Inc. and the Wadsworth City School District Board of Education for the 2026-2027, 2027-2028, and 2028-2029 school years being recommended for approval will allow our high school to continue to work with Jostins, Inc. to create the high school yearbook.
- 13. Time Clock Plus Agreement:** The Enterprise License Agreement between TimeClock Plus, Inc. and the Wadsworth City School District Board of Education being recommended for approval is necessary for substitute employees to be part of the TimeClock Plus system.
- 14. Wadsworth Educational Support Personnel Association OEA/NEA Memorandum of Understanding:** The Memorandum of Understanding between the Wadsworth Educational Support Personnel Association OEA/NEA (WESPA) and the Wadsworth City School District Board of Education being recommended for approval details how the retire/rehire process would work for a WESPA member if the Board were to choose to offer such employment.



PREVENTIVE MAINTENANCE AGREEMENT

FOR
Wadsworth City Schools
(hereafter referred to as Customer)

Speer Mechanical agrees to perform preventive maintenance services per the specification attached, hereto, on the listed equipment at:

Wadsworth YMCA Community Center
623 School Dr.
Wadsworth, OH 44281

This preventive maintenance agreement will include the following systems:

Heating, Ventilation, and Air Conditioning Systems: Provide maintenance inspections, in a time frame described in this contract, of the heating, ventilation and air conditioning systems at the above location

☒ **Included** ☐ **Not Included**

Plumbing Systems: Provide maintenance inspections, in a time frame as described in this contract, of the plumbing systems at the above location.

☐ **Included** ☒ **Not Included**

Backflow Preventor Certification: Provide annual certification of all backflow preventors, as described in this contract, at the above location.

☐ **Included** ☒ **Not Included**

Building Automation Systems: Provide maintenance inspections, in a time frame as described in this contract, at the above location.

☐ **Included** ☒ **Not Included**

Energy Services: Provide an energy benchmark of the site, based upon the energy bills provided by the customer, as described in this contract.

☐ **Included** ☒ **Not Included**

In consideration for the preventive maintenance services performed, hereunder, the Customer agrees to pay SPEER MECHANICAL as indicated below:

\$12,012.00 Per Year
\$6,006.00 Invoiced 2 Times per year





This contract is based upon the beginning and ending dates listed below:

Beginning Date	1/1/2026
Ending Date	12/31/2026

By signing on the line below, the customer agrees to the scope of work, as defined by the HVAC, Plumbing, Backflow, Building Automation, Energy Services, and Site Specific Information sections of this contract and the terms and conditions as defined in the Terms and Conditions section.

Signed and Dated in Columbus, Ohio

Customer

Speer Mechanical

Sign	_____
Print	_____
Title	_____
Date	_____

Sign	_____
Print	Logan Weiser
Title	Account Manager
Date	Thursday, November 20, 2025





Terms and Conditions

1. Maintainable Condition

SPEER MECHANICAL assumes that the systems being quoted upon are in a maintainable condition. If the inspection or initial seasonal start up indicates that repairs are required, a firm quotation will be submitted for the Customer's approval. Should the Customer not authorize the repairs or service, SPEER MECHANICAL may either remove the unacceptable systems, components, or parts from its scope of responsibility and adjust monthly rates accordingly, after customer approval or cancel this agreement.

2. Working Hours

All services to be performed pursuant to this agreement shall be done during the regular working hours of SPEER MECHANICAL, unless otherwise specified.

3. Site Access

The Customer agrees to permit properly accredited representatives of SPEER MECHANICAL to enter the Customer's property and have access to the equipment in order to fulfill the service duties assumed herein. SPEER MECHANICAL will provide trained service technicians directly employed and supervised by SPEER MECHANICAL, who will be qualified to service the equipment properly.

4. Liability

SPEER MECHANICAL shall not be liable for loss, damage or injury caused by failure or delay in performing services, hereunder, when such failure or delay arises from labor stoppages, commercial delays, destruction by fire, acts of God, or other causes beyond its control. SPEER MECHANICAL shall not be liable for any loss, damage, or injury arising from performance of service, hereunder, unless caused by its sole or joint negligence, or the sole or joint negligence of its employees or subcontractors.

Under no circumstances, whether arising in contract, tort, equity or otherwise, will SPEER MECHANICAL be responsible for loss of use, loss of profit, or any special, indirect or consequential damages, except for the negligence of SPEER MECHANICAL or its subcontractors.

5. Termination

SPEER MECHANICAL may terminate this agreement upon the failure of the Customer to comply with the terms of this agreement by giving thirty (30) days written notice to the Customer. The Customer may terminate this agreement at any time for any reason with a thirty (30) day written notice to SPEER MECHANICAL. In the event of such termination, neither party shall be liable to the other party for any reason because of termination under the terms of this agreement.

6. Miscellaneous

This Agreement is not assignable without the written consent of SPEER MECHANICAL.



5255 Sinclair Road, Columbus, OH 43229 | www.speermechanical.com | main 614/261-6331 | fax 614/261-6330



HVAC Maintenance Inspection Schedule

CONTRACT # : 1644
SITE ADDRESS :
ISSUE DATE :

Wadsworth YMCA Community Center
623 School Dr.
11/20/25

QUANTITY	EQUIPMENT TYPE / DESCRIPTION	FREQUENCY
29	WHP - Water Source Heat Pump	2 TIMES PER YEAR
12	EFU - Exhaust Fan Unit	1 TIMES PER YEAR
3	RTU- Rooftop Unit	2 TIMES PER YEAR
1	MUA- Make Up Air Unit	1 TIMES PER YEAR
1	DOAS- Direct Outdoor Air System	2 TIMES PER YEAR

TOTAL

Optional Maintenance Services:

YES	NO	
☒	☐	AIR FILTERS REPLACED
☒	☐	FAN BELTS REPLACED
☒	☐	CONDENSER COIL CLEANING
☐	☒	CLEAN CONDENSER TUBES
☐	☒	CLEAN EVAPORATOR TUBES
☐	☒	WATER TREATMENT SERVICES
☐	☒	PROVIDE MANLIFT FOR INSPECTIONS



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EFU - Exhaust Fan Unit

Repair Code	Description	Major	Minor
029	MOTOR-LUBRICATE BEARINGS	X	X
030	BACKDRAFT DAMPERS-INSPECT	X	X
031	MOTOR CONTROLS - INSPECT	X	X
210	FAN - CHECK ROTATION	X	X
212	FAN - INSPECT BELTS	X	X
213	FAN - INSPECT SHEAVES	X	X
214	FAN - INSPECT DRIVE ALIGNMENT	X	X
034	AMPERAGES - CHECK & RECORD	X	X
211	CHECK FOR UNUSUAL VIBRATION	X	X
032	REPLACE BELTS AS REQUIRED	X	X

Selected Options	Quantity / Frequency
Major	1
Minor	0
Replace Belts	1



Maintenance Task Schedule

DOAS- Direct Outdoor Air System

Repair Code	Description	Major Inspection*	Minor Inspection*
001	INSPECT CONDENSER COIL	X	
		X	
003	TXV SUPERHEAT RDG(S) & RECORD	X	
004	CRANKCASE HTR. CHECK OPERATION	X	
009	REFRIG. LEAK CHECK - VISUAL	X	
010	COMPRESSOR CYL. UNLOAD -CHECK	X	
020	AIR FILTER(S)-INSPECT	X	
021	CONDENSATE PAN - INSPECT / CLEAN	X	
035	M.A. CONTROL-CHECK OPERATION	X	
038	HI LIMIT CONTROL -CHECK OP.	X	X
041	COMPRESSOR OIL LEVEL - CHECK	X	X
043	VOLUME CONTROL -CHECK	X	X
049	INDOOR COIL - INSPECT	X	X
050	REFRIG. CHARGE - CHK & RECORD	X	
052	INDOOR COIL - (EAT-LAT) TEMP	X	
065	ELECTRICAL CONN.-TIGHTNESS CHK	X	X
073	COND.VISUAL LEAK CHK	X	X
076	CHECK OIL PRESS. & RECORD	X	X
077	COND.COIL-STRAIGHTEN BENT FINS	X	
078	GAS PRESS.-CHECK AND SET	X	
079	BURNERS-INSPECT & CLEAN	X	X
080	HT. EXCHR-CHECK FOR DAMAGE	X	X
081	FLAME-VISUAL CHECK FOR PATTERN	X	X
082	FLUE PIPING-INSPECT FOR DAMAGE	X	
206	DAMPERS- LUBRICATE JOINTS	X	
207	DAMPERS- CHECK OPERATION	X	
211	CHECK FOR UNUSUAL VIBRATION	X	
212	FAN- INSPECT BELTS	X	
213	FAN-INSPECT SHEAVES	X	
214	FAN-CHECK DRIVE ALIGNMENT	X	
215	FAN-ADJUST DRIVE ALIGN IF REQ'D	X	
216	FAN-INSPECT BEARINGS	X	
217	FAN-LUBRICATE BEARINGS AS REQ.	X	
218	MOTOR-LUBE BEARINGS AS REQ.	X	
219	MOTOR-INSPECT MOUNTS & BOLTS	X	
220	MOTOR-CHECK AMPERAGE&RECORD	X	
223	CONTROLS-SEQUENCE OPERATION	X	
224	CONTROLS-CHECK OPERATION	X	

* Seasonal Specific

** Applies to equipment with proper static pressure specifications

Selected Options	Frequency
MERV 8 Filter Replacement**	2
High Efficiency Filter Replacement	0
Belt Replacement	1
Clean Condenser coils with High Pressure water	1





Maintenance Task Schedule

RTU- Rooftop Unit

Repair Code	Description	Major Inspection*	Minor Inspection*
001	INSPECT CONDENSER COIL	X	
		X	
003	TXV SUPERHEAT RDG(S) & RECORD	X	
004	CRANKCASE HTR. CHECK OPERATION	X	
009	REFRIG. LEAK CHECK - VISUAL	X	
010	COMPRESSOR CYL. UNLOAD -CHECK	X	
020	AIR FILTER(S)-INSPECT	X	
021	CONDENSATE PAN - INSPECT / CLEAN	X	
035	M.A. CONTROL-CHECK OPERATION	X	
038	HI LIMIT CONTROL -CHECK OP.	X	X
041	COMPRESSOR OIL LEVEL - CHECK	X	X
043	VOLUME CONTROL -CHECK	X	X
049	INDOOR COIL - INSPECT	X	X
050	REFRIG. CHARGE - CHK & RECORD	X	
052	INDOOR COIL - (EAT-LAT) TEMP	X	
065	ELECTRICAL CONN.-TIGHTNESS CHK	X	X
073	COND.VISUAL LEAK CHK	X	X
076	CHECK OIL PRESS. & RECORD	X	X
077	COND.COIL-STRAIGHTEN BENT FINS	X	
078	GAS PRESS.-CHECK AND SET	X	
079	BURNERS-INSPECT & CLEAN	X	X
080	HT. EXCHR-CHECK FOR DAMAGE	X	X
081	FLAME-VISUAL CHECK FOR PATTERN	X	X
082	FLUE PIPING-INSPECT FOR DAMAGE	X	
206	DAMPERS- LUBRICATE JOINTS	X	
207	DAMPERS- CHECK OPERATION	X	
211	CHECK FOR UNUSUAL VIBRATION	X	
212	FAN- INSPECT BELTS	X	
213	FAN-INSPECT SHEAVES	X	
214	FAN-CHECK DRIVE ALIGNMENT	X	
215	FAN-ADJUST DRIVE ALIGN IF REQ'D	X	
216	FAN-INSPECT BEARINGS	X	
217	FAN-LUBRICATE BEARINGS AS REQ.	X	
218	MOTOR-LUBE BEARINGS AS REQ.	X	
219	MOTOR-INSPECT MOUNTS & BOLTS	X	
220	MOTOR-CHECK AMPERAGE&RECORD	X	
223	CONTROLS-SEQUENCE OPERATION	X	
224	CONTROLS-CHECK OPERATION	X	

* Seasonal Specific

** Applies to equipment with proper static pressure specifications

Selected Options	Frequency
MERV 8 Filter Replacement**	2
High Efficiency Filter Replacement	0
Belt Replacement	1
Clean Condenser coils with High Pressure water	1





Selected Options	Frequency
MERV 8 Filter Replacement	2
Belt Replacement	0



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Jostens® Yearbook Agreement

Jostens, Inc. | 7760 France Avenue South, Suite 400 | Minneapolis, MN 55435 | 952-830-3300

Job # 34376 (Use Physical 911 Address/No P.O. Boxes)
Customer Name: WADSWORTH HIGH SCHOOL
Street Address: 625 BROAD ST
City: WADSWORTH
State: OH Zip/Postal: 44281-2399
Customer Phone: (330)335-1400

Contact Name: Laura Harig
Contact Role: Adviser
Contact Email: lharig@wadsworthschools.org
Contact Phone: (330)335-1400

The Term of this Agreement is for the following years:

(Specifications subject to annual review)

2027-2028-2029

Program: HORIZON

Creation Method:

Ship Date: 7/23/2027 Trim Size: 9 x 12
Copies: 815 Pages: 240
Cover: Custom
Paper Stock: 100#

Ship kit by: (Sept is default)
(Allow 2 weeks for processing)

Proposed Budget: \$ Current sales start at \$81 and finish at \$92

The Customer has selected Jostens, Inc. to be their exclusive yearbook provider for the years identified (the "Term"). The parties agree as follows:

- 1 Jostens and the Customer will work together to establish all yearbook specifications, completion deadlines, price, and delivery schedules for each year during the Term and subject to the terms and conditions. Changes to the specifications may result in additional charges on the final invoice.
- 2 After this Agreement is signed, as the Customer's exclusive yearbook provider Jostens will invest in and allocate resources to provide training and assistance to the Customer to help with the creation, production and marketing of the Customer's yearbook, including without limitation the planning, content, theme, layout, and merchandising.

This agreement is subject to acceptance by Jostens and to Jostens' standard printing terms and conditions found at:

X _____
SIGNATURE OF CUSTOMER AUTHORIZED REPRESENTATIVE

PRINTED NAME _____ DATE _____

X _____
SIGNATURE OF 2ND CUSTOMER AUTHORIZED REPRESENTATIVE
(IF REQUIRED)

PRINTED NAME _____ DATE _____

X _____
SIGNATURE OF JOSTENS AUTHORIZED REPRESENTATIVE

Alex Intihar _____ 12/2/2025
PRINTED NAME _____ DATE _____

Job Status: _____ **Rep #** _____

*Rep: If new, previous publisher:

Type Order:

School Type:

Yearbook included in Tuition: ☐

Additional Notes/Specifications (include Shipping Address if different than above address):

Terms are found on page two and are the same terms that were amended and approved for the previous yearbook agreement. Yearbook program is not locked into any page or copy minimums. Adviser and yearbook class have the ability to make any change to the yearbook. Future price increase indexed to inflation and all future yearbook prices will be approved by the yearbook adviser.

Jostens Yearbook Agreement Printing Terms

Once this Agreement has been signed by Jostens, Inc. ("Jostens"), it becomes a binding contract between Jostens and the customer named on the front of this Agreement ("Customer"). Any changes to this Agreement must be approved in writing by both parties; provided, that Customer may change the specifications, which may result in changes to the price and/or delivery.

SUBMISSION OF AND RESPONSIBILITY FOR MATERIALS: Jostens will provide Customer with instructions and specifications for submitting information and materials (collectively, "Materials") to Jostens. Materials include, without limitation, content, files, photographs, videos, designs, drawings, images, artwork, songs, lyrics, recordings, page layouts and other such materials. Customer agrees to submit all Materials in a timely manner and in accordance with Jostens' instructions and specifications. Late or non-conforming submissions may result in ~~additional charges~~, missed or delayed deadlines, delayed shipments, and/or rejection of submitted Materials. Customer is responsible for all Materials furnished to Jostens for incorporation in the publication or other product provided by Jostens under this Agreement, regardless of form or medium (the "Publication"). Jostens reserves the right in its discretion to refuse to process, print, reproduce or duplicate Material submitted for incorporation in the Publication, including Material which may reasonably be believed to violate patent, trademark, copyright, license or other proprietary rights or be pornographic or offensive, provided Jostens assumes no duty to make such determination. ~~Except to the extent expressly prohibited by applicable law, Customer agrees to indemnify and hold Jostens, its licensors, and its affiliates harmless from any and all damages of every kind and character (including reasonable attorneys' fees) arising out of claims, defenses, demands, actions or proceedings that may be asserted or brought against Jostens by parents, students or any third party (a) on the grounds that the Material Publication, or the marketing of a Publication causes injury to person or property, violates a trademark, copyright, license or other proprietary right or interest or (b) contains material giving rise to an action for defamation, negligence, intentional infliction of emotional distress, or invades a person's right to privacy; or (c) related to or arising from a breach of Customer's obligations relating to Jostens Digital Tools below.~~ Customer represents and warrants to Jostens that Customer has the unconditional and unfettered right to allow Jostens to print, reproduce and/or duplicate all of the Materials and to receive back any returned Materials, and Jostens is hereby authorized to reproduce for and on behalf of Customer and other third parties all of the Materials provided by Customer, in order to produce and/or market the Publication, and that all appropriate licenses or consents have been obtained where applicable. Customer further warrants that the Materials comply with all applicable state, local and federal laws, do not infringe on any trademark, service mark, copyright or any other proprietary right, or any license relating thereto, do not contain any libelous or otherwise actionable statement, and do not otherwise violate the rights of or cause damage or injury to any person.

Customer expressly agrees that Jostens, its sales representatives and service providers may use Materials provided by Customer to market the Publication to potential purchasers and to provide information on Jostens products and services to potential purchasers, except where Customer has indicated otherwise in writing or through a Jostens online interface. Jostens will not sell or rent student information to any third party. Please see Jostens' Privacy Policy at <http://www.jostens.com/privacy> for more information on Jostens' privacy practices.

Customer grants Jostens a perpetual, royalty-free, fully paid-up right and license to use, reprint, reproduce, digitize and duplicate Customer's cover design, yearbook pages, and Materials in any manner, form or media now known or later developed, such as in Jostens' marketing and promotional materials and websites, as samples, in Jostens software applications, and in collections of Jostens yearbooks and yearbook pages.

With respect to any artwork created in whole or in part by Jostens, Jostens retains its rights to such artwork, which may only be reproduced with the written consent of Jostens. Customer understands and agrees that all dies, including those for which a charge has been made, remain the sole property of Jostens. This provision shall survive the termination or expiration of this Agreement.

ADDITIONAL SERVICES CHARGES: Jostens will charge for Jostens artwork, corrective work or customer copy, customer alterations and non-standard composition, which may result in changes to the purchase price.

JOSTENS DIGITAL TOOLS: In consideration of payment of any required license fee, for the term of this Agreement Jostens grants Customer a limited, non-assignable license to use certain of its proprietary local, online, mobile and cloud-based yearbook development software tools, fonts and clip art, apps, websites and environments, including without limitation the Yearbook Avenue portal, YearTech® software, Yearbooker's Field Kit app, and related materials and updates (all such tools, apps, websites and environments made available to Customer, the "Jostens Digital Tools"), solely for the limited purpose of producing its Publication with Jostens and for no other purpose. Customer and its representatives will comply with any terms of use, license agreements, and other terms or policies applicable to Jostens Digital Tools. Customer acknowledges and agrees that the Jostens Digital Tools and all other materials supplied by Jostens are proprietary in nature and are owned or licensed by Jostens, and Customer agrees not to copy, duplicate, reverse engineer, or attempt to learn the source code of Jostens Digital Tools, or to rent, share, distribute or provide the Jostens Digital Tools to any third party. Customer is strictly prohibited from providing production materials in whole or in part, including but not limited to the Publication created under this Agreement, created with the

Jostens Digital Tools to a third party for printing, digitizing, reproduction or any other purpose. Upon termination or expiration of the relationship between Customer and Jostens, Customer will promptly return any Jostens Digital Tools to Jostens, and destroy and delete any copies of Jostens Digital Tools and any login credentials provided. Certain products of Adobe Corporation or other third parties may be required for use of the Jostens Digital Tools, and Customer acknowledges that Jostens is not obligated to provide training or other support for third-party products.

ORDER PROCESSING: If Customer elects to participate in an order processing and management program offered by Jostens (a "Program"), Customer acknowledges and agrees that Jostens or other third parties will act on behalf of Customer to bill students for yearbooks and related products and collect payment from them. Customer acknowledges it has been given materials explaining the Program and understands the Program, and the billing process under that program.

DELIVERY: Shipment will be made pursuant to the shipment method and vendor chosen by Jostens, in its sole discretion, and according to terms of the Deadline Schedule established between the parties, provided that Customer sends all materials conforming to specifications and on time according to the Schedule. Title to and risk of loss for all shipments is F.O.B. Jostens production plant. Due to the printing process, there may be a limited number of copies of the yearbook produced in excess of Customer's order. Jostens may ship the excess yearbooks to Customer, who may keep and pay for the overages or return them to Jostens for credit.

FORCE MAJEURE; WARRANTY; LIMITATIONS: Jostens shall not be liable for delays or losses caused by strikes, accidents, government restrictions, acts of God or other causes beyond its reasonable control, and such delays shall not constitute a breach of contract. Jostens will perform the work in a good and workmanlike manner. EXCEPT AS EXPRESSLY PROVIDED HEREIN, JOSTENS MAKES NO OTHER EXPRESS OR IMPLIED WARRANTIES AND DISCLAIMS ALL IMPLIED WARRANTIES OF MERCHANTABILITY AND FITNESS FOR A PARTICULAR PURPOSE. BECAUSE SOFTWARE, APPS AND SYSTEMS ARE INHERENTLY COMPLEX AND MAY NOT BE COMPLETELY FREE OF ERRORS, YOU ARE ADVISED TO VERIFY YOUR WORK. ~~IN NO EVENT WILL JOSTENS BE LIABLE FOR INDIRECT, SPECIAL, INCIDENTAL, OR CONSEQUENTIAL DAMAGES INCLUDING, WITHOUT LIMITATION, LOST PROFITS OR BUSINESS INTERRUPTION, HOWEVER FORESEEABLE, ARISING OUT OF THIS AGREEMENT. THE WORK PERFORMED HEREUNDER, THE SERVICES PROVIDED OR THE PRODUCTS PRODUCED HEREUNDER, THE LIABILITY OF JOSTENS, IF ANY, FOR CLAIMS RELATING TO ANY DEFICIENT OR DEFECTIVE SERVICE OR PRODUCT PRODUCED HEREUNDER SHALL BE LIMITED TO THE ACTUAL FEE PAYABLE TO JOSTENS FOR THE DEFICIENT OR DEFECTIVE SERVICE OR PRODUCT HEREUNDER. JOSTENS SHALL NOT BE LIABLE FOR TYPOGRAPHICAL ERRORS, MISPELLINGS OR OTHER DEVIATIONS OR ERRORS.~~

PAYMENT TERMS: Customer agrees to pay a 40% deposit November 1st (December 1st for CY Customers) and an additional 40% deposit March 1st (April 1st for CY Customers) that will bring the total deposit up to 80% of the base price.

Customer will receive a final invoice when the Publication is completed. Final payment is due within thirty (30) calendar days after the final invoice is received. A service charge of 1.5% a month on the unpaid balance (18% annual percentage rate) or the maximum allowed by local law will be assessed for late payment. ~~Should it be necessary for Jostens to initiate collection procedures against Customer, Jostens shall be entitled to recover its reasonable attorneys' fees and costs from Customer.~~

All payments and checks must be made payable to and sent directly to Jostens, Inc., 21336 Networks Place, Chicago, IL 60673-1213.

TAXES: Applicable sales taxes will be charged unless evidence of tax exemption is furnished prior to invoicing. A number of states do not exempt schools from the requirement to collect sales tax on sales. It is Customer's responsibility to collect and remit sales tax on its distribution or resale of yearbooks based on sales tax regulations in its state, including the tax on any yearbook sales Customer directs Jostens to collect on-line (other than through the Program as described above or direct sales between Jostens and any third party in which Customer is not otherwise a party thereto). Where Jostens accepts orders on a school's behalf and collects applicable sales taxes on such orders, Jostens may, at Jostens' option, remit taxes collected on such orders directly to the taxing authority.

MISCELLANEOUS: The person signing this Agreement represents that he/she is fully authorized to execute this Agreement on behalf of Customer. Jostens may use its corporate affiliates as subcontractors to perform obligations under this Agreement. Customer understands that this is a binding Agreement between the parties hereto for the term specified in the Agreement, and represents that it has all necessary power and authority to execute this Agreement. This Agreement, including specifications agreed upon by the parties related to the products manufactured by Jostens under this Agreement (which shall automatically be incorporated by reference into this Agreement), represents the entire agreement between the parties. In the event that after the date hereof Customer submits purchase orders or other written instructions that contain any terms or conditions, those terms and conditions shall be of no force and effect. The parties are independent contractors; nothing herein contained shall in any way constitute a partnership between, or joint venture by, any of the parties hereto.



TIMECLOCK PLUS,
LLC
1 TIMECLOCK DRIVE
SAN ANGELO, TX 76904

QUOTE # : Q054752

CONTRACT START DATE : 12/01/2025

CLIENT INFORMATION

Shipping Method:

Purchased for: Wadsworth City School District
Bill To: Wadsworth City School District

Contract Contact Name: Doug Beeman

Billing Address: 524 Broad St.
Wadsworth, Ohio 44281
United States

Contract Contact Email:
dbeeman@wadsworthschools.org

Billing Contact Name: Doug Beeman

Billing Contact Email: dbeeman@wadsworthschools.org

Billing Contact Phone: 3303351302

BILLING TERMS

PAYMENT TERM	PAYMENT METHOD
NET 30	CHECK

ITEM DESCRIPTION	PRICE PER UNIT	QUANTITY	CHARGE TYPE	ANNUAL TOTAL	ORDER TOTAL
TIMECLOCK PLUS ENTERPRISE LICENSE (ANNUAL)	\$29.40	100	Recurring	\$2,940.00	\$1,707.62

ANNUAL TOTAL	\$2,940.00
ORDER SUBTOTAL	\$1,707.62
TAXES	\$0.00
GRAND TOTAL	\$1,707.62
CURRENCY	USD

QUOTE EXPIRATION DATE : 12/12/2025

billing@tcpsoftware.com

+1 (325) 223-9500
Page 1 of 2

www.tcpsoftware.com

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SPECIAL TERMS: LICENSE ADJUSTMENT - SUBS

SERVICE TERMS & CONDITIONS

TimeClock Plus, LLC ("TCP") a Delaware limited liability company, will provide Client and its authorized Employees and Users access to the Services during the Initial Service Term in accordance with the complete terms and conditions (collectively the "Licensing Agreement") previously entered into between TCP and Client.

~~TCP reserves the right to modify the Licensing Agreement at TCP's sole discretion provided that changes shall not materially decrease the Services features and functionalities that Client has subscribed to during the then-current term. Should TCP make any modifications to the Licensing Agreement, TCP will post the amended terms on the applicable URL link and will update the "Last Updated Date" within such documents to notify Client of said changes.~~ 12/5/25 *Mr*

This Order Form is entered into as of the Contract Start Date contained herein (the ("Effective Date")) by and between TimeClock Plus, LLC and the entity named in the Bill To section herein (the "Client"), and is subject to the Licensing Agreement. In the event of any conflict between the Order Form and the Terms and Conditions (as applicable), the terms of the Order Form shall control.

Client shall pay all fees or charges in accordance with those outlined on the Order Form. Except for cases of TCP breach, all fees are committed and non-cancelable during the term of the agreement.

The individuals executing this Agreement on behalf of each Party represent and warrant to the other Party that they are fully authorized and legally capable of executing this Agreement on behalf of such Party and that such execution is binding upon such Party.

Accepted by:

Client

TimeClock Plus, LLC

By: _____ By: _____

Name: _____ Name: _____

Title: _____ Title: _____

MEMORANDUM OF UNDERSTANDING
Between the Wadsworth Board of Education and the
Wadsworth Educational Support Personnel Association OEA/NEA

This Memorandum of Understanding is entered into this 2nd day of December 2025, pursuant the *Collective Bargaining Agreement* (hereinafter referred to as "the Agreement"), between the Wadsworth City School District Board of Education (hereinafter referred to as "the Board"), and the Wadsworth Educational Support Personnel Association OEA/NEA (hereinafter referred to as "the Association").

WHEREAS, the Board and the Association are parties to the Agreement that governs the wages, hours, and other terms and conditions of employment of support personnel employed in the Wadsworth City School District (hereinafter referred to as "the District");

NOW, THEREFORE, the Board and the Association agree as follows:

1. For purposes of salary schedule placement, a bargaining unit member who has previously been employed by the Board and has taken service retirement under an applicable state retirement system (known hereunder as a previously retired employee or "PRE") will be given up to five (5) years of experience when placed on the applicable wage rate schedule. The PRE shall remain at the initial placement step for the remainder of his or her employment with the Board. The PRE must have retired from all of his/her positions to be eligible for this provision.
2. PRE's shall be awarded one-year contracts of employment that shall automatically expire at the end of each school year without the requirement for any performance evaluation and without any requirement of notice (written or otherwise) of non-renewal.
3. PRE's may be re-employed from year to year, with Board approval, but shall not be eligible for continuing contract status.
4. For purposes of layoff, PRE's shall not accrue seniority and shall have no right of recall in any position.
5. PRE's shall not carry over any accumulated and unused sick leave from prior employment within the Wadsworth City School District.
6. Once employed as a PRE, a member shall have no further eligibility for any retirement incentive, severance pay, or sick leave buyout pay upon their final separation from employment as a PRE.
7. PRE's shall not be eligible to participate in the Board's insurance program offered to Association members under Article VII, Group Insurance, unless they are ineligible to participate in the applicable state retirement system's health plan. If, however, a PRE is eligible for coverage under a health plan provided by his/her spouse's employer or retirement plan (either with or without premium contributions), he/she shall remain ineligible under the District plan. PRE's who are ineligible for District coverage under this section are not permitted to participate in the District plan at their own expense.
8. Prior employment by the Board shall be no guarantee of post-retirement employment or a particular assignment if rehired. Re-employment of previously retired employees is solely at the discretion of the Board and shall be done on a case-by-case basis. The decision of the Board to hire or not hire any particular employee as a PRE shall not be subject to the grievance or arbitration provisions of this Agreement. PRE's are not given any consideration in the filling of vacancies.
9. Except as otherwise modified or limited by the provisions of this memorandum of understanding (either expressly or implied), PRE's shall have the same rights and responsibilities as other bargaining unit members.
10. All employment of PRE's shall be subject to, and conditioned upon, compliance with the procedures set forth in law for the re-employment of retired persons in the same position.

11. The parties intend for the provisions of this section to supersede, to the maximum extent permitted by law, all sections of the Ohio Revised Code that may be in conflict with this section. These include, but are not limited to, ORC Sections 9.90, 9.901, 124.39, 3317.12, 3319.081, 3319.083, 3319.141, and 3319.172.
12. Except as modified by this Memorandum of Understanding, all other terms and conditions of the Agreement shall remain in full force and effect. This Memorandum of Understanding represents the entire agreement of the parties with respect to its subject matter and shall only be amended by a signed writing.

IN WITNESS WHEREOF, the parties have entered into this Memorandum of Understanding at Wadsworth, Ohio, on the date first set forth above.

**For the Wadsworth Educational Support
Personnel Association OEA/NEA**

Michael Burkhart, President

**For the Wadsworth City School District Board
of Education**

Andrew J. Hill, Ed.D., Superintendent

Resolution Number: _____