

**AMENDMENT TO THE MASTER CONTRACT BETWEEN THE
GOSHEN EDUCATION ASSOCIATION
AND THE GOSHEN LOCAL
SCHOOL DISTRICT BOARD OF EDUCATION**

This Amendment to the Master Contract by and between the Goshen Education Association OEA/NEA (hereafter the "Association") and the Goshen Local School District Board of Education (hereafter the "Board"),

WHEREAS, the Board and the Association are parties to a collective bargaining agreement, the effective dates of which are August 1, 2010 through July 31, 2015 (hereafter the "Agreement"); and

WHEREAS, the Board wishes to recognize the service of its teaching staff and their commitment to assisting the Board to maintain fiscal strength through a series of wage and step freezes in recent years; and

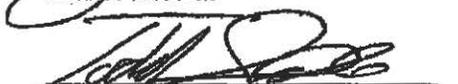
WHEREAS, the Board wishes to continue to maintain fiscal strength by fixing compensation for employees in the Association's bargaining unit for an additional year beyond the current term of the Agreement; and

IT IS NOW THEREFORE AGREED as follows:

1. The Amendment is hereby extended for one additional year through July 31, 2016.
2. For the 2013-2014 school year, there shall be a 1% increase on the base salary and employees will move to the next sequential experience. This increase and salary schedule placement shall be applied retroactively. This increase shall not apply retroactively to any 2013-2014 supplemental contracts or payments other than salary.
3. For the 2014-2015 and 2015-2016 school years there shall be a 1% increase on the base salary and employees will move to the appropriate sequential experience steps.
4. All other provisions of the August 1, 2010 through July 31, 2015 Agreement and of any Memoranda of Understanding in effect at the time of this Amendment, unless amended through this Amendment, shall remain in full force and shall be extended through July 31, 2016.
5. The Association agrees that nothing contained herein shall be construed or utilized as "past practice" or "precedent setting" in future contract negotiations. Likewise, this Amendment shall not be considered "past practice" or "precedent setting" in the interpretation of any provision of the Master Contract between the Board and the Association.

GOSHEN LOCAL SCHOOL
DISTRICT BOARD OF EDUCATION


Board President


Board Treasurer

GOSHEN CLASSIFIED EMPLOYEES
ASSOCIATION OEA/NEA


President


Treasurer

"APPENDIX A-1"
TEACHERS SALARY SCHEDULE
EFFECTIVE AUGUST 1, 2013 THROUGH JULY 31, 2014

BASE = \$36,161

STEP	NON-DEGREE	B.A.	B.A./5 YRS.	MASTERS	MASTERS +15
0	34,353 0.950	38,181 1.000	37,638 1.038	39,777 1.100	41,042 1.136
1	35,819 0.985	37,607 1.040	39,163 1.063	41,585 1.160	43,032 1.180
2	36,864 1.020	39,064 1.080	40,790 1.128	43,394 1.200	45,021 1.216
3	38,160 1.055	40,800 1.120	42,417 1.173	45,202 1.260	47,009 1.300
4	39,415 1.090	41,946 1.160	44,044 1.218	47,009 1.300	48,998 1.355
5	40,881 1.125	43,384 1.200	45,671 1.263	48,817 1.350	50,987 1.410
6	41,948 1.160	44,840 1.240	47,298 1.308	50,625 1.400	52,976 1.465
7	43,213 1.195	46,286 1.280	48,926 1.353	52,433 1.450	54,965 1.520
8	44,478 1.230	47,733 1.320	50,554 1.398	54,242 1.500	56,954 1.575
9	45,744 1.265	49,179 1.360	52,181 1.443	56,050 1.550	58,943 1.630
10	47,009 1.300	50,625 1.400	53,808 1.488	57,858 1.600	60,931 1.685
11	48,275 1.335	52,072 1.440	55,435 1.533	59,666 1.650	62,920 1.740
12	49,541 1.370	53,518 1.480	57,062 1.578	61,474 1.700	64,909 1.795
13			58,689 1.623	63,282 1.750	66,898 1.850
14				65,090 1.800	68,887 1.905
15				66,898 1.850	70,876 1.960
16					
17					
18		54,965 1.520	60,316 1.668	68,706 1.900	72,864 2.015
19					
20					
21	60,806 1.408	66,412 1.560	61,944 1.713	70,514 1.950	74,853 2.070

"APPENDIX A-2"
TEACHERS SALARY SCHEDULE
EFFECTIVE AUGUST 1, 2014 THROUGH JULY 31, 2015

BASE = \$38,523

STEP	NON-DEGREE	B.A.	B.A./5 YRS.	MASTERS	MASTERS +15
0	34,097 0.950	36,523 1.000	37,911 1.068	40,175 1.100	41,452 1.135
1	35,975 0.985	37,983 1.040	39,555 1.083	42,001 1.150	43,482 1.190
2	37,253 1.020	39,445 1.080	41,198 1.128	43,828 1.200	45,471 1.245
3	38,532 1.055	40,905 1.120	42,841 1.173	45,854 1.250	47,479 1.300
4	39,809 1.090	42,365 1.160	44,484 1.218	47,479 1.300	49,488 1.365
5	41,088 1.125	43,828 1.200	46,128 1.263	49,305 1.350	51,497 1.410
6	42,365 1.160	45,288 1.240	47,771 1.308	51,131 1.400	53,508 1.465
7	43,645 1.195	46,749 1.280	49,414 1.353	52,957 1.450	55,515 1.520
8	44,923 1.230	48,210 1.320	51,060 1.398	54,784 1.500	57,524 1.575
9	46,201 1.265	49,671 1.360	52,703 1.443	56,611 1.550	59,532 1.630
10	47,479 1.300	51,131 1.400	54,348 1.488	58,437 1.600	61,540 1.685
11	48,758 1.335	52,593 1.440	55,989 1.533	60,263 1.650	63,548 1.740
12	50,038 1.370	54,053 1.480	57,633 1.578	62,089 1.700	65,568 1.795
13			59,276 1.623	63,915 1.750	67,587 1.850
14				65,740 1.800	69,578 1.905
15				67,567 1.850	71,585 1.960
18		55,515 1.520	60,919 1.668	69,393 1.900	73,593 2.015
21	51,314 1.405	56,976 1.560	62,563 1.713	71,219 1.950	75,602 2.070

"APPENDIX A-3"
TEACHERS SALARY SCHEDULE
EFFECTIVE AUGUST 1, 2016 THROUGH JULY 31, 2016

BASE = \$36,888

STEP	NON-DEGREE	B.A.	B.A./5 YRS.	MASTERS	MASTERS +15
0	36,044	36,888	38,280	40,577	41,867
	0.950	1.000	1.038	1.100	1.135
1	36,335	36,983	39,051	42,421	43,897
	0.985	1.040	1.083	1.150	1.180
2	37,626	39,839	41,610	44,266	45,926
	1.020	1.080	1.128	1.200	1.245
3	38,917	41,314	43,289	46,111	47,954
	1.055	1.120	1.173	1.250	1.300
4	40,207	42,789	44,929	47,954	49,883
	1.090	1.180	1.218	1.300	1.355
5	41,498	44,266	46,589	49,798	52,012
	1.125	1.200	1.263	1.350	1.410
6	42,789	45,741	48,249	51,642	54,041
	1.160	1.240	1.308	1.400	1.465
7	44,081	47,216	49,908	53,487	56,070
	1.195	1.280	1.353	1.450	1.520
8	45,372	48,692	51,571	55,332	58,099
	1.230	1.320	1.398	1.500	1.575
9	46,663	50,168	53,230	57,177	60,127
	1.265	1.380	1.443	1.550	1.630
10	47,954	51,642	54,889	59,021	62,165
	1.300	1.400	1.488	1.600	1.685
11	49,246	53,119	56,549	60,866	64,184
	1.335	1.440	1.533	1.650	1.740
12	50,536	54,594	58,209	62,710	66,214
	1.370	1.480	1.578	1.700	1.795
13			59,869	64,554	68,243
			1.623	1.750	1.850
14				66,397	70,272
				1.800	1.905
15				68,243	72,301
				1.850	1.960
18		58,070	61,528	70,087	74,329
		1.620	1.698	1.900	2.015
21	51,827	57,546	63,189	71,931	76,358
	1.405	1.580	1.713	1.950	2.070

BASE YEAR
SUPPLEMENTALS

SCALE -- *Years Experience
0-2
3-6
7-9
10+

*Experience in position with Goshen District
Current Salary
Increase 5%
Increase 10%
Increase 15%

POSITION	2013-2014	2014-2015	2015-2016
Athletic Director	6,389	6,453	6,518
Athletic Director - Asst.	3,191	3,222	3,255
Football - Head Varsity	5,798	5,854	5,913
Football - Asst. Varsity	3,584	3,620	3,657
Football - Asst. Varsity	3,584	3,620	3,657
Football - Asst. Varsity	3,584	3,620	3,657
Football - Asst. Varsity	3,584	3,620	3,657
Football - Asst. Varsity	3,584	3,620	3,657
Football - Head Freshman	3,191	3,222	3,255
Football - Asst. Freshman	2,714	2,741	2,768
Football - Asst. Freshman	2,714	2,741	2,768
Football - Head 7 & 8 Grade	2,314	2,337	2,360
Football - Asst. 7th. Grade	1,739	1,757	1,774
Football - Asst. 8th. Grade	1,739	1,757	1,774
Asst. Football -- GMS	1,739	1,757	1,774
Football - Cheerleading Varsity	2,072	2,092	2,113
Football - Cheerleading Junior Varsity	1,691	1,708	1,725
Football - Cheerleading Freshman	1,691	1,708	1,725
Football - Cheerleading 7th. Grade	1,691	1,708	1,725
Football - Cheerleading - 8th. Grade	1,691	1,708	1,725
Basketball - Boys Head Varsity	5,798	5,854	5,913
Basketball - Boys Asst. Varsity JV Head	3,584	3,620	3,657
Basketball - Boys Asst. Varsity	3,272	3,305	3,338
Basketball - Boys Freshman	2,862	2,891	2,920
Basketball - Girls Freshman	2,862	2,891	2,920
Basketball - Girls Head Varsity	5,798	5,854	5,913
Basketball - Girls Asst. Varsity JV Head	3,584	3,620	3,657
Basketball - Girls Asst. Varsity	3,272	3,305	3,338
Basketball - Boys 7th. Grade	2,314	2,337	2,360
Basketball - Boys 8th. Grade	2,314	2,337	2,360
Basketball - Girls 7th. Grade	2,314	2,337	2,360
Basketball - Girls 8th. Grade	2,314	2,337	2,360
Basketball - Cheerleading Varsity	2,072	2,092	2,113
Basketball - Cheerleading JV	1,691	1,708	1,725
Basketball - Cheerleading Freshman	1,691	1,708	1,725
Basketball - Cheerleading - 7th. Grade	1,691	1,708	1,725
Basketball - Cheerleading 8th. Grade	1,691	1,708	1,725

POSITION	2013-2014	2014-2015	2015-2016
Band Auxiliary	1,565	1,581	1,588
Band Auxiliary	1,865	1,581	1,588
Volleyball - Varsity	3,060	3,091	3,122
Volleyball - Junior Varsity	1,860	1,879	1,888
Volleyball - Freshman	1,694	1,711	1,728
Volleyball - Girls 8th. Grade	1,530	1,545	1,561
Volleyball - Girls 7th. Grade	1,530	1,545	1,561
Baseball - Varsity Head	3,234	3,266	3,299
Baseball - Asst. Varsity/JV Head	1,957	1,977	1,997
Baseball - Freshman	1,480	1,475	1,490
Softball - Girls Varsity	3,234	3,266	3,299
Softball - Varsity/JV	1,957	1,977	1,997
Track - Head Varsity Boys/Girls	3,431	3,465	3,500
Track - Asst. Varsity Boys/Girls	1,957	1,977	1,997
Track - Asst. Varsity Boys/Girls	1,957	1,977	1,997
Track - Boys 7th. & 8th. Grade	1,530	1,545	1,561
Track - Girls 7th. & 8th. Grade	1,530	1,545	1,561
Girls Track (Reinstate) Head	3,431	3,465	3,500
Cross Country - Varsity Head Boys/Girls	2,087	2,108	2,129
Cross Country 7/8 - Girls & Boys	2,087	2,108	2,129
Wrestling - Varsity Head	4,451	4,498	4,541
Reserve Wrestling	3,385	3,418	3,453
Wrestling - 7th. & 8th. Grade	2,314	2,337	2,360
Soccer - Varsity Boys	3,191	3,222	3,255
Soccer - Reserve Boys	1,981	2,000	2,020
Soccer - Varsity Girls	3,191	3,222	3,255
Soccer - Reserve Girls	1,981	2,000	2,020
Golf - Varsity	2,087	2,108	2,129
Golf - Reserve	1,625	1,641	1,658
Tennis - Boys (Spring)	2,494	2,519	2,544
Tennis - Girls (fall)	2,494	2,519	2,544
Annual Advisor - H.S.	1,910	1,929	1,948
Dramatics	2,695	2,621	2,647
Senior Class Sponsor	1,159	1,171	1,183
Junior Class Sponsor	2,314	2,337	2,360
Sophomore Class Sponsor	1,159	1,171	1,183
Freshman Class Sponsor	699	706	713
Student Council - High School	1,973	1,992	2,012
Student Council - Junior High	1,159	1,171	1,183
National Honor Society - High School	1,087	1,077	1,088
National Honor Society - Junior High	1,239	1,252	1,264
Publications SMS	605	611	617
Academic Coach	1,432	1,447	1,461
Band Director	5,124	5,175	5,227
Asst. Band Director	3,248	3,281	3,313
Power of Pen - 7th. Grade	754	762	770
Power of Pen - 8th. Grade	754	762	770
Weight Room Supervisor	3,897	3,936	3,975
Random Acts of Kindness Sponsor	1,229	1,241	1,254
Girls Bowling	1,000	1,010	1,020
Boys Bowling	1,000	1,010	1,020

**Goshen Local School
District**

**Memorandums
Of
Understanding**

**August 1, 2013
thru
July 31, 2016**

**MEMORANDUM OF UNDERSTANDING
BETWEEN GOSHEN EDUCATION ASSOCIATION
AND THE GOSHEN LOCAL SCHOOL DISTRICT BOARD OF EDUCATION**

This Memorandum of Understanding is entered on this 9th day of September 2013, by and between the Goshen Education Association (hereinafter the "Goshen EA") and the Goshen Local School District Board of Education (hereinafter the "Board of Education").

WHEREAS, Goshen EA and the Board of Education are parties to a collective bargaining agreement the effective dates of which are August 1, 2010 through July 31, 2015 (hereinafter referred to as the "Agreement"); and

WHEREAS, the Board of Education has received a grant from the Race to the Top Program which requires the parties to implement a new teacher evaluation procedure for teachers; and

WHEREAS, the Ohio Teacher Evaluation System (hereafter referred to as OTES) is different from the current evaluation procedure contained in the Agreement.

IT IS NOW THEREFORE AGREED as follows:

1. The OTES model shall be the instrument approved and provided by the Ohio Department of Education. The Board of Education shall utilize eTPES for all evaluations for teachers engaged in instruction for at least fifty percent (50%) of the time providing content-related student instruction.
2. For other bargaining unit members not meeting the above definition, the Board of Education shall utilize the model that is currently in use for the evaluation of those members.
3. The timelines and procedures for evaluations for OTES evaluated teachers shall be as set forth in Ohio Revised Code sections 3319.111 and 3319.112.
4. All evaluators of OTES teachers shall be licensed administrators employed by the Board of Education, on a district administrator contract, who have been credentialed through the Ohio Department of Education. If a teacher believes he/she has received unsatisfactory results by evidence placed in the OTES rubric at the end of each observation cycle and is being evaluated by district administration other than their principal or assistant principal, the teacher may request a meeting with the building principal within 5 days of the post observation conference to request that an evaluator in their building be assigned to complete any remaining observation cycles for the current school year.

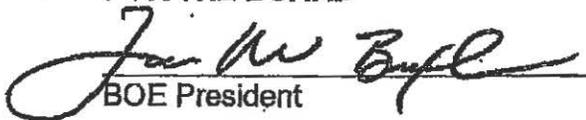
5. Walk throughs shall be utilized for OTES teachers. The walk throughs shall be documented through the district-designed walk through tool. Walk throughs may be used for non-OTES evaluated members; however, they shall not become part of the evaluation.
6. The number of observations for each evaluation for OTES teachers shall be as set forth in Ohio Revised Code sections 3319.111 and 3319.112, except in an agreed to provision set forth in board policy GCN-1, where a third observation can be waived by the superintendent/designee. A pre-observation conference shall be held before each formal observation. A post-observation conference shall be held after every formal observation.
7. The Student Growth Measures, and the percentages for use of each Student Growth Measure, shall be determined in consultation with the District Evaluation Team. The District SLO team shall develop procedures for approval of Student Learning Objectives consistent with Board policy and state law. Both teams will be comprised of representatives of district administration and members of the bargaining unit.
8. The student growth measures portion of the OTES evaluation system will not be used in any respect for the purpose of making decisions relating to the retention, removal or reduction of bargaining unit members during the term of the current collective bargaining agreement. Student growth measures may be considered as a factor in promotion decisions, but shall not be the sole factor.
9. All other provisions of the Agreement will remain current contract language.
10. This Memorandum shall become effective upon ratification by the Board and Association. The terms of this memorandum will expire with the current collective bargaining agreement on July 31, 2015 or superseded by a subsequent memorandum of understanding or other agreement.

**GOSHEN LOCAL SCHOOL
DISTRICT BOARD OF EDUCATION**

**GOSHEN EDUCATION
ASSOCIATION**

FOR THE BOARD

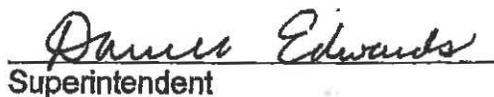
FOR THE ASSOCIATION


BOE President


GEA President

9-9-2013
Date

September 9, 2013
Date


Superintendent

9/9/13
Date

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding by and between the **GOSHEN LOCAL SCHOOL DISTRICT BOARD OF EDUCATION** (hereafter the "Board of Education") and the **GOSHEN EDUCATION ASSOCIATION** (hereafter the "Association"); and

WHEREAS, the Board of Education and the Association are parties to a Collective Bargaining Agreement (hereafter the "Agreement"), the effective dates of which are August 1, 2010 through July 31, 2016; and

WHEREAS, the Agreement does not contain any specific provision regarding the awarding of service credit for newly-employed teachers; and

WHEREAS, the Board of Education and the Association wish to temporarily provide flexibility in the hiring of those new teachers, which is different than the statutory mechanism.

NOW THEREFORE, it is hereby **AGREED**, that the Agreement is hereby amended as follows:

1. When the Board of Education employs an individual as a teacher during the period of time beginning May 14, 2012 through July 31, 2016, the Board of Education may grant that person up to ten (10) years of service credit. However, the Board of Education is specifically excused from the provisions of Ohio Revised Code section 3317.14 which requires the granting of up to at least five (5) years of service credit for prior teaching service. Upon the expiration of that period, those persons so hired will not be provided any service credit not given at the time of initial hire. Any person hired after July 31, 2016, shall be given service credit in accordance with the Ohio Revised Code.

2. The provisions of this amendment are specifically intended to supersede any conflicting provision of Ohio Revised Code §§ 3317.13 and 3317.14.

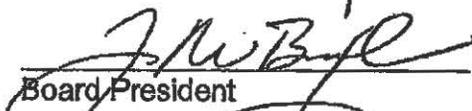
3. All other terms and conditions of the Agreement not addressed in this Memorandum of Understanding shall remain as current contract language.

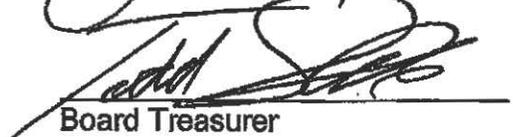
4. This Memorandum of Understanding shall expire on July 31, 2016.

5. The Board, Employee and Association further acknowledge, agree and understand that upon expiration of this agreement, nothing contained herein shall be construed or utilized as "past practice" or "precedent setting" in any related or unrelated, current or future grievance, arbitration, litigation or matter of contract interpretation involving the Board and the Union.

Executed, this the __9th__ day of December, 2013.

**GOSHEN LOCAL SCHOOL
DISTRICT BOARD OF EDUCATION**


Board President


Board Treasurer

GOSHEN EDUCATION ASSOCIATION


Association President

**MEMORANDUM OF UNDERSTANDING
BETWEEN GOSHEN EDUCATION ASSOCIATION
AND THE GOSHEN LOCAL SCHOOL DISTRICT BOARD OF EDUCATION**

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WHEREAS, the Board of Education has received a grant from the Race to the Top Program which requires the parties to implement a new teacher evaluation procedure for teachers; and

WHEREAS, the Ohio Teacher Evaluation System (hereafter referred to as OTES) is different from the current evaluation procedure contained in the Agreement.

IT IS NOW THEREFORE AGREED as follows:

1. The OTES model shall be the instrument approved and provided by the Ohio Department of Education. The Board of Education shall utilize eTPES for all evaluations for teachers engaged in instruction for at least fifty percent (50%) of the time providing content-related student instruction.
2. For other bargaining unit members not meeting the above definition, the Board of Education shall utilize the model that is currently in use for the evaluation of those members.
3. The timelines and procedures for evaluations for OTES evaluated teachers shall be as set forth in Ohio Revised Code sections 3319.111 and 3319.112.
4. All evaluators of OTES teachers shall be licensed administrators employed by the Board of Education, on a district administrator contract, who have been credentialed through the Ohio Department of Education. If a teacher believes he/she has received unsatisfactory results by evidence placed in the OTES rubric at the end of each observation cycle and is being evaluated by district administration other than their principal or assistant principal, the teacher may request a meeting with the building principal within 5 days of the post observation conference to request that an evaluator in their building be assigned to complete any remaining observation cycles for the current school year.
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throughs may be used for non-OTES evaluated members; however, they shall not become part of the evaluation.

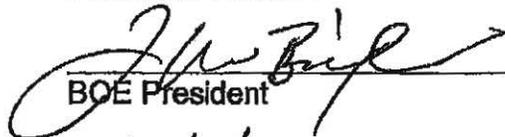
6. The number of observations for each evaluation for OTES teachers shall be as set forth in Ohio Revised Code sections 3319.111 and 3319.112, except in an agreed to provision set forth in board policy GCN-1, where a third observation can be waived by the superintendent/designee. A pre-observation conference shall be held before each formal observation. A post-observation conference shall be held after every formal observation.
7. The Student Growth Measures, and the percentages for use of each Student Growth Measure, shall be determined in consultation with the District Evaluation Team. The District SLO team shall develop procedures for approval of Student Learning Objectives consistent with Board policy and state law. Both teams will be comprised of representatives of district administration and members of the bargaining unit.
8. The student growth measures portion of the OTES evaluation system will not be used in any respect for the purpose of making decisions relating to the retention, removal or reduction of bargaining unit members during the term of the current collective bargaining agreement. Student growth measures may be considered as a factor in promotion decisions, but shall not be the sole factor.
9. All other provisions of the Agreement will remain current contract language.
10. This Memorandum shall become effective upon ratification by the Board and Association. The terms of this memorandum will expire with the current collective bargaining agreement on July 31, 2016 or superseded by a subsequent memorandum of understanding or other agreement.

**GOSHEN LOCAL SCHOOL
DISTRICT BOARD OF EDUCATION**

GOSHEN EDUCATION ASSOCIATION

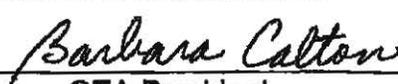
FOR THE BOARD

FOR THE ASSOCIATION



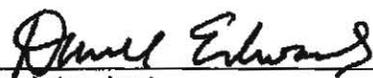
BOE President
12/9/13

Date



GEA President
12/9/2013

Date



Superintendent
12/9/13

Date

MEMORANDUM OF UNDERSTANDING

This Agreement made on this 9th day of December 2013 by and between the Goshen Local School District Board of Education, Clermont County, Ohio, hereinafter referred to as the "Board" and the Goshen Education Association, Clermont County, Ohio, hereinafter referred to as the "Association".

WHEREAS, the Board and the Association are parties to a Collective Bargaining Agreement (hereafter the "Agreement"); and,

WHEREAS, the Agreement does not address stipends for Association Officers; and,

WHEREAS, the parties agree that the stipends should follow ordinary payroll guidelines including deductions for taxes and STRS.

IT IS NOW THEREFORE AGREED, as follows:

1. Upon written request by the Association to the Director of Human Resources, the following Officers shall be paid an annual stipend by the Board in the amounts listed below. One half (1/2) of the stipend shall be paid to officers by December 15th. And the remaining one half (1/2) thereof shall be paid to said Officers by June 15th.

President – a stipend in an amount equal to the total cost of annual unified dues.

Vice President – a stipend in an amount equal to 0.25 times the cost of annual unified dues.

Negotiations Chairperson – during the year leading up to and including negotiations year, a stipend in an amount equal to the total cost of annual unified dues.

Secretary – a stipend in an amount equal to the 0.25 times the cost of annual unified dues.

Treasurer – a stipend in an amount equal to 0.5 times the cost of annual unified dues.

2. The Board shall deduct/withhold all applicable federal, state, and city income tax, and the total cost of STRS contributions from said stipends.
3. The Association shall reimburse the Board for the cost of the stipends, including the Board's share of payments to STRS and Medicare. Payment

will be sent from the Association to the Board two weeks prior to the pay date.

4. This Memorandum of Understanding shall expire on July 31, 2016.
5. The Board, Employee and Association further acknowledge, agree and understand that upon expiration of this agreement, nothing contained herein shall be construed or utilized as "past practice" or "precedent setting" in any related or unrelated, current or future grievance, arbitration, litigation or matter of contract interpretation involving the Board and the Union.

For the
**GOSHEN LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION**

A handwritten signature in cursive script, appearing to read "John B. [unclear]", written over a horizontal line.

For the
GOSHEN EDUCATION ASSOCIATION

A handwritten signature in cursive script, appearing to read "Barbara Catton", written over a horizontal line.