

MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
KEYSTONE LOCAL SCHOOL DISTRICT BOARD OF EDUCATION  
AND THE  
OHIO ASSOCIATION OF PUBLIC SCHOOL EMPLOYEES LOCAL #434

This MEMORANDUM OF UNDERSTANDING is made this 7<sup>th</sup> day of October, 2013, by and between the Keystone Local School District Board of Education (hereinafter "Board") and the Ohio Association of Public School Employees, (hereinafter Association").

WHEREAS, the Board and Association have negotiated a Professional Negotiations Agreement effective July 1, 2010 through June 30, 2014; and

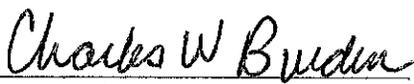
WHEREAS, the Board and Association have met, discussed and impact bargained over the calendar of the negotiated agreement; and

WHEREAS, the Board and Association concur that Article 24, Item 3 allows a member employee to be placed on the salary schedule with a maximum of two experience increments as applicable.

NOW THEREFORE be it resolved the Board and Association enter into the following Memorandum of Understanding to permit Bethany Sorg to be hired as a Special Education Paraprofessional at Step 8 due her background, experience and the unique severity of the case and assignment she will be working.

OHIO ASSOCIATION OF PUBLIC SCHOOL  
EMPLOYEES ASSOCIATION #434:

  
\_\_\_\_\_  
Dean Lacko, President

  
\_\_\_\_\_  
Representative

Date 10-7-13

KEYSTONE LOCAL SCHOOL  
DISTRICT BOARD OF:

  
\_\_\_\_\_  
Jay G. Arbaugh, Superintendent

10-7-13  
\_\_\_\_\_  
Date