

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CRESTLINE EXEMPTED VILLAGE SCHOOL DISTRICT
BOARD OF EDUCATION
AND
OAPSE LOCAL 416**

This Memorandum of Understanding is made and entered into by and between the Crestline Exempted Village School District Board of Education (the "Board") and OAPSE Local 416 ("OAPSE").

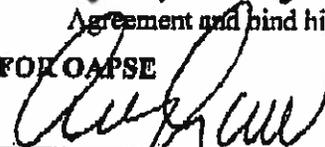
WHEREAS, the Board and OAPSE are parties to a collective bargaining agreement ("Agreement") that expired on June 30, 2013; and

WHEREAS, the Parties desire to extend the Agreement for a term of one (1) year beyond the previous expiration date.

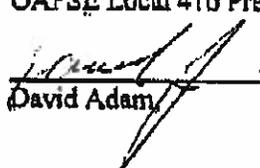
NOW, THEREFORE, in consideration of the mutual promises and obligations contained herein and other good and valuable consideration, the sufficiency of which is hereby acknowledged, the Board and OAPSE agree to the following terms:

1. The Agreement will be extended for the term of one (1) additional year, from July 1, 2013 through June 30, 2014.
2. There will be no increases in base pay during this extension.
3. Employees who are eligible to advance a step on the salary index will do so and be paid accordingly.
4. Employees who are not eligible to advance a step on the salary index will receive a one-time, one-hundred fifty dollar (\$150) stipend. The stipend will be paid in a separate check, payable prior to the start of winter break. Applicable deductions will be withheld from the checks.
5. All other provisions of the Agreement shall remain unchanged.
6. This constitutes the entire agreement between the Board and OAPSE regarding the issues outlined herein. There are no other written or verbal agreements, understandings or arrangements between the parties regarding the issues outlined herein. Any amendment to this MOU must be in writing and signed by both parties.
7. OAPSE and the Board have reviewed and understand this Agreement and each signatory to this Agreement represents that he or she has the authority to enter into this Agreement and bind his/her Party.

FOR OAPSE



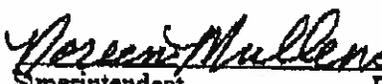
OAPSE Local 416 President Date 11-18-13



David Adam Date 11/18/13

FOR THE BOARD

Board President Date



Superintendent Date 11-18-13