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MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is intended to set forth the complete agreement between the Northeastern Local School District Board of Education ("Board") and the Northeastern Local Education Association ("Association") as a result of negotiations, as follows:

1) Article 11.01

2012-13 school year

There will be no change to the base salary or schedule for the 2012-13 school year. Bargaining unit members will remain or be frozen on the same salary step as their placement during the 2010-11 school year. In the first pay of January 2013, the Board shall pay each bargaining unit member then employed in active pay status two per diem days in addition to the member's regular salary pay on that payday. A "per diem" day is one one hundred eighty-fourth (1/184) of the particular member's annual salary for the 2012-13 school year.

2013-14 and 2014-15 school years

Bargaining unit members will be eligible for movement on the salary schedule. The Board and Association agree to meet to negotiate any change in base salary.

2) Article 12.04 HOSPITALIZATION

There will be no changes in Article 12.04 for the 2012-13 school year. The Board and Association agree to meet to negotiate any change in Article 12.04 for the 2013-14 and 2014-15 school year.

All provisions of this MOU will be subject to the grievance procedure as outlined in Article Three of the collective bargaining agreement.

All other provisions of the negotiated agreement between the parties hereto not altered by this memorandum of understanding are to remain unchanged.

For the Association

Steve Schwitzgable

Carolyn A Stewart

Thomas Nash

For the Board

Denise R Schneider

Date Signed by Parties 4-26-12