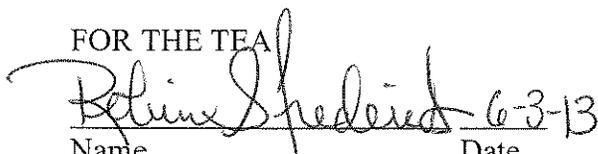
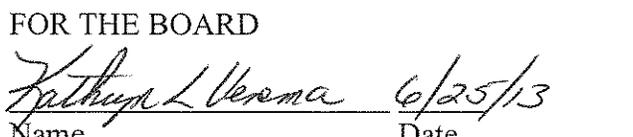


MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by and between the Tiffin Education Association ("TEA") and the Tiffin City School District Board of Education ("Board") for the purpose of confirming their agreements under the bargaining reopener provision of Article VIII of their 2011-14 collective bargaining agreement ("2011-14 Agreement"). The parties hereby agree as follows:

1. The teachers' salary schedule appearing in Appendix A of the 2011-14 Agreement will continue to be the salary schedule for the 2013-14 school year. However, the Board will unfreeze vertical step movement on the salary schedule and implement one (1) step of vertical credit for incumbent employees effective with the 2013-14 school year (thus, for example, a teacher placed at Step 6 during the 2010-11 school year will be placed at Step 7 effective with the 2013-14 school year; a teacher vertically credited with 19 years of experience during the 2010-11 school year will be credited with 20 years of experience effective with the 2013-14 school year, etc.). Horizontal movement on the salary schedule will continue in accordance with normal rules.
2. The extracurricular salary schedule appearing in Appendix C of the 2011-14 Agreement will continue to be the extracurricular salary schedule for the 2013-14 school year. However, the Board will unfreeze experience advancement for incumbent employees on the salary schedule and implement one (1) year of advancement effective with the 2013-14 school year (thus, for example, a supplemental contract holder placed at "2nd year" during the 2010-11 school year will be placed at "3rd year" effective with the 2013-14 school year; a supplemental contract holder credited with 6 years of experience during the 2010-11 school year will be credited with 7 years of experience effective with the 2013-14 school year, etc.).
3. In placing a laid-off teacher recalled to active District employment from the RIF list generated under Article III, Section E of the 2011-14 Agreement on the teachers' salary schedule, the teacher will in no event receive vertical credit on the salary schedule for the 2011-12 and 2012-13 school years.
4. Except as otherwise specified above, the terms of the 2011-14 Agreement remain in force and effect.
5. This Memorandum of Understanding shall expire simultaneously with the expiration of the parties' 2011-14 Agreement.

FOR THE TEA

Name Date
President, TEA
Title

FOR THE BOARD

Name Date
President, Board of Education
Title