

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE CRESTWOOD LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION AND
LOCAL #385 OF THE OHIO ASSOCIATION OF
PUBLIC SCHOOL EMPLOYEES**

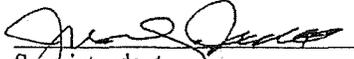
This Memorandum of Understanding ("MOU") is entered into between the Crestwood Local School District Board of Education ("Board"), and Local #385 of the Ohio Association of Public School Employees ("OAPSE") (collectively "Parties"). In consideration for the mutual promises and covenants contained herein, the Parties agree as follows:

1. The Parties mutually agree to adhere to all terms included in the Master Agreement between the Parties that was effective from June 29, 2011, through June 30, 2013, except as otherwise provided herein, for a term beginning on July 1, 2013, and ending on June 30, 2016.
2. The Parties mutually agree that OAPSE shall be entitled to its current salary schedule and any percentage increase in base salary that is agreed to between the Board and the Crestwood Education Association ("CEA") in their current negotiations, if the Board and CEA reach an agreement by August 15, 2013.
3. The Parties mutually agree that, in the event the Board and CEA have not reached an agreement by August 15, 2013, the Parties shall reopen negotiations for salary only, and that the salary schedule included in the Master Agreement shall remain in place until the salary negotiations are completed/ratified. In this event, Paragraph 2, above, shall be void.
4. The Parties mutually agree that OAPSE shall have the option to either:
 - (A) re-open negotiations, for salary only, for the 2014-2015 school year; or
 - (B) receive any percentage increase in base salary that is agreed to between the Board and the CEA for the 2014-2015 school year, provided the Board and the CEA reach said agreement by August 15, 2014.

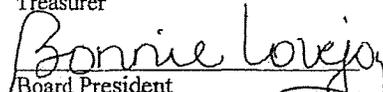
The terms of this section would apply to the 2015-16 year, as well, if CEA concludes a three year agreement on salary. If not, OAPSE may reopen for salary on its own for the 2015-16 year.
5. OAPSE shall also have the option to receive any additional conditional increase in base salary that is agreed to between the Board and the CEA for the 2013-2014 school year, provided OAPSE agrees to the same conditions for the increase in base salary that were agreed to by the CEA (e.g., CEA receiving an X% increase in base salary in exchange for agreeing pay an additional Y% for health insurance).

6. Regarding the options in item 4 above, OAPSE must notify the Treasurer in writing of the option(s) to re-open only on salary 90 days prior to June 30 fiscal of the corresponding year(s) otherwise it shall default to the same terms agreed to by CEA. If CEA settles for less than a three year contract OAPSE is entitled to negotiate on its own for the relevant year(s) per these timelines.

**FOR THE CRESTWOOD
LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION**

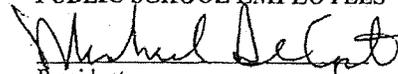

Superintendent


Treasurer


Board President

Dated: 5-22-13

**FOR LOCAL #385 OF THE
OHIO ASSOCIATION OF
PUBLIC SCHOOL EMPLOYEES**


President

Dated: 5-24-13

Authorized pursuant to Board Resolution No. 2013-026