



MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by and between the Reynoldsburg City School District Board of Education ("Board") and the Reynoldsburg Education Association ("Association") for the purpose of establishing an amendment to compensation for the 2013-2014 school year for the Agreement with a term of August 1, 2011, through July 31, 2014:

WHEREAS, the Board and the Association desire to amend and supplement Article IX, Section A of the Negotiated Agreement dealing with teacher salary schedules; and

WHEREAS, Reynoldsburg City Schools' five-year financial forecast has significantly improved since the Master Agreement was negotiated, due in part to the terms of the Master Agreement and to reductions in force through attrition; and

WHEREAS, the Board wishes to recognize that the efforts of Association members during the first year of the Master Agreement contributed to Reynoldsburg City Schools' Excellent with Distinction rating from the Ohio Department of Education; and

WHEREAS, notwithstanding the fact that the Board is under no legal obligation to do so and that such payment is a bonus not considered compensation under the rules of STRS, the Board desires to assist its teachers in paying for the additional STRS contribution.

NOW, THEREFORE, BE IS RESOLVED, the parties agree that the Board shall pay all teachers a lump-sum payment equal to one percent (1%) of the teacher's total annual compensation per teacher placement in the teachers' salary schedule, Appendices I-K, with the payment to be made in September, 2013.

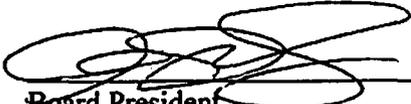
This represents the entire Agreement between the parties related to amended compensation. All other terms and conditions of the Agreement between the parties shall remain in full force and effect for the duration of the Agreement.

IN WITNESS WHEREOF, the parties have entered into this Memorandum of Understanding on this

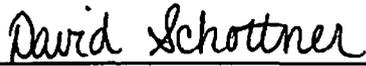
18th day of June, 2013.

REYNOLDSBURG CITY SCHOOL
DISTRICT BOARD OF EDUCATION

REYNOLDSBURG EDUCATION
ASSOCIATION

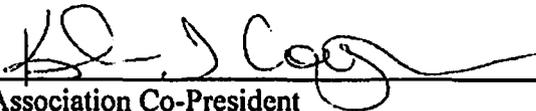


Board President

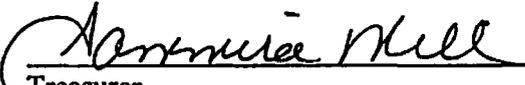


Association Co-President

Superintendent



Association Co-President



Treasurer

Association Co-President