

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is between the Lake Local Board of Education (the "Board") and the Lake Education Association, OEA/NEA, (the "Association") effective as of this 18th day of September 2013.

It is the agreement of the parties as follows:

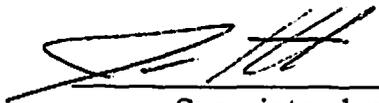
1. The National Honor Society and Helping Hands combined into one paid position titled National Honor Society/Students In Action on the extra and co-curricular schedule. Position will be paid \$1,782.
2. Lake Local Professional Development Committee (LLPDC) to be raised from 0.030 to 0.035 (from \$972 to \$1,134) on the salary schedule.
3. The following positions will be removed from the salary schedule:
 - a. Hockey (\$4,697)
 - b. Tennis Boys (\$3,239)
 - c. Tennis Girls (\$3,239)
 - d. Assistant Hockey (\$2,267)
 - e. Bowling (\$1,943)
 - f. Elementary Band (\$1,943)
 - g. HS Pep Club (\$1,782)
 - h. JV Girls Tennis (\$1,782)
 - i. JH Pep Club (\$972)
 - j. Varsity Club (\$972)

The Board and the Association agree that this MOU shall not establish any precedent or affect any other matter between the Board and the Association;

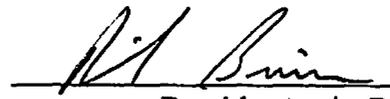
The parties' representatives affirm that they have the full authority to execute this MOU, and when so executed, it is fully binding upon the parties, and is subject to the grievance process.

For the Board:

For the Association:



Superintendent / Date
Lake Local
Board of Education



President / Date
Lake Education
Association