

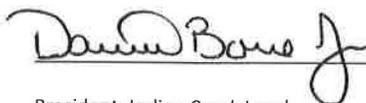
Memorandum of Understanding
Between The
Indian Creek Local School District Board of Education
And The
Ohio Association of Public School Employees
AFSCME Local #4/AFL-CIO
And Its Local #460

This Memorandum of Understanding is made this 1st day of January 2015, by and between the Indian Creek Local School District Board of Education and the Ohio Association of Public School Employees Local #460.

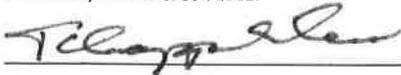
The Board and the Association agree to changes to Article 3, Section 3.01 #5 regarding Job Classification title to amend "Groundskeeper" and "Custodian" to read "Groundskeeper/Custodian; Custodian"; Article 5, Section 5.05 and 5.11 regarding Job Classification title to amend "Groundskeeper" and "Custodian" to read "Groundskeeper/Custodian; Custodian"; and to Article 9, Section 9.20 Wages pay column to amend "Groundskeeper" and "Custodian" to read "Groundskeeper/Custodian; Custodian". Revised language attached hereto. The parties authorize their representatives to sign below.

FOR THE BOARD:

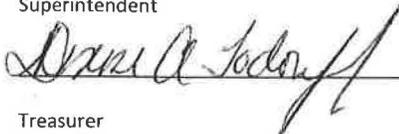
FOR THE ASSOCIATION:



President, Indian Creek Local



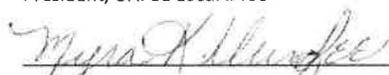
Superintendent



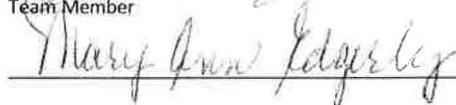
Treasurer



President, OAPSE Local #460



Team Member



Team Member

This Memorandum of Understanding was adopted by the Board of Education on the 15th day of January 2015 by Resolution Number 8-1-15.