

MEMORANDUM OF UNDERSTANDING

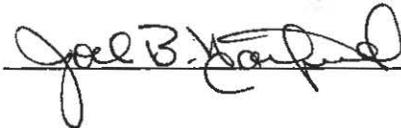
This Memorandum of Understanding is entered into by and between the Elida Local School District Board of Education (the "Board") and the Elida Education Association (the "Association").

The Board and the Association hereby agree to the following:

1. Effective immediately, all nurses employed by the Board who are properly licensed and certificated shall be regarded and treated as bargaining unit members.
2. The Association agrees that it shall not file or pursue a grievance related to the inclusion of nurses in the bargaining unit and neither the nurses nor the Association may file a grievance or other challenge that relates to terms and conditions contained in the current collective bargaining agreement that conflict, in any way, with the current terms and conditions of employment of the nurses. To the extent that there are any inconsistencies between the contract language and the actual terms and conditions of the nurses' employment, the bargaining agreement shall be modified to achieve consistency with current practice.

ELIDA LOCAL SCHOOL DISTRICT

ELIDA EDUCATION ASSOCIATION



Date 10-29-15



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