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MEMORANDUM OF UNDERSTANDING

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

As a result of the state's modifications to the Local Report Card, the Board and the Association hereby modify paragraph (F) of Article XI by deleting the first sentence of that paragraph and replacing it with the following language:

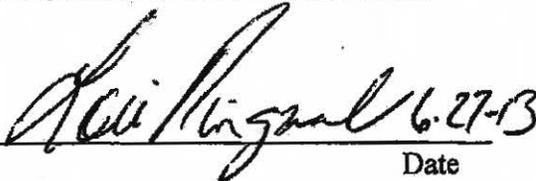
"Effective with the 2012-2013 school year, teachers shall be eligible for a 1% lump sum bonus if the District achieves a 3.5 grade point average on the Ohio Department of Education Local Report Card in the following measures: Performance Indicators, Performance Index, 4-Year Graduation Rate, and Value Added (all students). An "A" is equal to 4 points, a "B" is equal to 3 points, and a "C" is equal to 2 points."

The remaining four sentences of the Article XI(F) shall remain without modification.

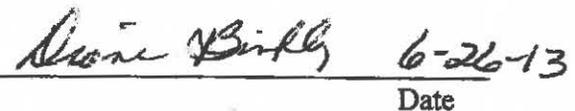
SPENCERVILLE LOCAL SCHOOL
DISTRICT BOARD OF EDUCATION

SPENCERVILLE EDUCATION
ASSOCIATION

By:


Date

By:


Date