

**MEMORANDUM OF UNDERSTANDING**  
**Between the Indian Creek Local School District Board of Education**  
**and the**  
**Indian Creek Education Association (ICEA)**

*21st April 2016*

This Memorandum of Understanding is entered into this ~~17<sup>th</sup>~~ day of ~~March~~ *April* 2016, by and between the Indian Creek Local School District Board of Education (hereinafter referred to as "the Board") and the Indian Creek Education Association (hereinafter referred to as "the Association").

The Board and the Association agree to changes to Article IV – Compensation as follows:

**G. Compensation Supplemental Pay Extra-Duty Salary as Printed**

**Level VI** – add the position of:

Ohio Improvement Process Building Facilitator – One (1) per building (*replaces WFSB*)

NOTE: This Memorandum of Understanding is effective for the 2016-2017 school year.

IN WITNESS WHEREOF, the parties have entered into this Memorandum of Understanding on the date first set forth above.

**FOR THE INDIAN CREEK EDUCATION ASSOCIATION:**

**FOR THE INDIAN CREEK LOCAL SCHOOL DISTRICT BOARD OF EDUCATION:**

By: *Karen A. Lloyd*  
President

By: *Kevin J. Mark*  
President

By: \_\_\_\_\_

By: *J. Chappel*  
Superintendent

By: \_\_\_\_\_

By: *Sam A. Toloff*  
Treasurer  
*Resolution # 31-04-16 (I)*