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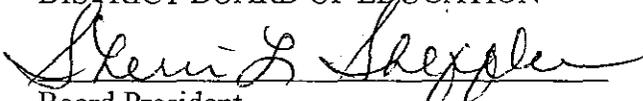
MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by and between the Eastwood Local School District Board of Education (hereinafter referred to as "Board") and the Eastwood Education Association (hereinafter referred to as "Association") to provide Summer Institute Days for staff development toward the eLearning Initiative in accordance with the following terms and conditions:

1. The Board or its designated representative shall establish up to three (3) Summer Institute Days to provide staff development for the eLearning Initiative.
2. *The Summer Institute Days may be attended by staff members in grades 5-12 unless approved by the Superintendent or his designee.*
3. Each Summer Institute Day shall constitute one (1) session. Each Association member shall receive \$150 for attending each full session.
4. Except as modified by this Memorandum of Understanding, all other terms and conditions of the Negotiated Agreement and other applicable provisions of law remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Memorandum of Understanding this 16th day of April, 2012.

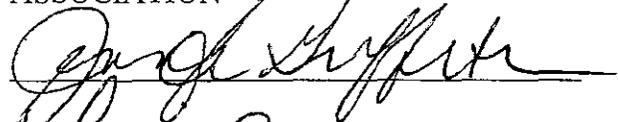
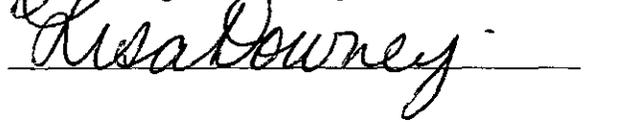
EASTWOOD LOCAL SCHOOL
DISTRICT BOARD OF EDUCATION


Board President


Superintendent


Treasurer

EASTWOOD EDUCATION
ASSOCIATION

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by and between the Eastwood Local School District Board of Education ("the Board") and the Eastwood Education Association ("the Association"), and hereby amends and supplements the Negotiated Agreement between the parties effective July 1, 2010 through June 30, 2012 ("the Negotiated Agreement"), superseding any conflicting or inconsistent terms or provisions contained therein.

WHEREAS, the Board and the Association desire to create new supplemental positions and establish the compensation therefor, the Board and the Association hereby agree as follows:

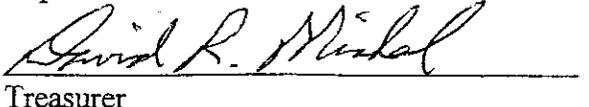
1. The following supplemental positions shall be created and added to the Supplemental Salary Schedule (Appendix M) in the Negotiated Agreement:
 - eLearning Consultant
2. The compensation to be paid for the aforementioned supplemental positions shall be as follows:
 - eLearning Consultant.....\$2,500/year
3. Initially, four (4) eLearning Consultant positions shall be created – two (2) at the Middle School and two (2) at the High School. The job descriptions and duties of the aforementioned supplemental positions shall be established by the Superintendent or his/her designee.
4. The decision whether to fill or not fill the aforementioned supplemental positions shall remain in the sole discretion of the Board.
5. Except as modified by this Memorandum of Understanding, all other terms and conditions of the Negotiated Agreement and other applicable provisions of law remain in full force and effect. This Memorandum of Understanding represents the entire agreement of the parties with respect to the subject matter, may be executed in multiple counterparts, and shall only be amended by a signed writing.

IN WITNESS WHEREOF, the parties have executed this Memorandum of Understanding this 16th day of April, 2012.

EASTWOOD LOCAL SCHOOL
DISTRICT BOARD OF EDUCATION


Board President


Superintendent


Treasurer

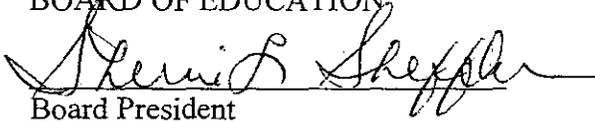
EASTWOOD EDUCATION
ASSOCIATION




5. In addition to receiving the retirement incentive payment specified in Section 3 above, participating employees shall also be entitled to receive a severance payment in accordance with Article XIX of the Negotiated Agreement between the Board and the Association. The Board shall pay the severance payment in accordance with the terms described in Article XIX, Section D of the Negotiated Agreement.
6. Except for the retirement incentive payment, participating employees shall not be entitled to any further compensation or fringe benefits, including health insurance, from the Board after the effective date of retirement.
7. Any employee who is eligible to exercise the rights provided in this Memorandum but does not exercise such rights, or any eligible employee who submits a notice of intent to participate in the Plan pursuant to Section 2(a) above and fails to comply with the other requirements of Section 2, shall be forever barred from participating in the Plan regardless of the circumstances.
8. This Memorandum expressly supersedes any conflicting requirements set forth in O.R.C. §124.39 and/or Article XX and any other Retirement Incentive provisions included in the Negotiated Agreement between the Board and the Association.
9. The implementation of the Plan shall not establish any precedent or past practice with respect to any further matter. Moreover, the implementation of the Plan shall not obligate the Board to offer the Plan or any other retirement incentive in a subsequent school year, and this Memorandum shall not be incorporated into the Negotiated Agreement between the Board and the Association or otherwise affect the terms and conditions thereunder.

IN WITNESS WHEREOF, the parties hereto have executed this Memorandum of Understanding on this 16th day of April, 2012.

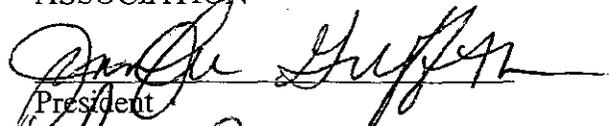
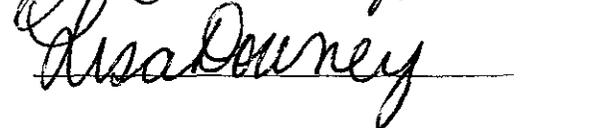
EASTWOOD LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION


Board President


Superintendent


Treasurer

EASTWOOD EDUCATION:
ASSOCIATION


President


MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (hereinafter referred to as "Memorandum") by and between the Eastwood Local School District Board of Education (hereinafter referred to as "Board") and the Eastwood Education Association (hereinafter referred to as "Association") to implement a Retirement Incentive Plan (hereinafter referred to as "Plan") in accordance with the following terms and conditions:

1. The Plan is available to employees in the Association's bargaining unit who have been employed by the Board for at least ten (10) consecutive years and who are eligible to retire with the State Teachers Retirement System (hereinafter referred to as "STRS") on or before November 1, 2012. The Plan shall not be available to employees who have already retired with STRS and have subsequently been reemployed by the Board *or who intends to be reemployed by the Board.*
2. Eligible employees electing to participate in the Plan must do the following:
 - a. On or before April 30, 2012, notify the Treasurer, in writing, of intent to participate in the Plan;
 - b. On or before April 30, 2012, submit to the Treasurer, in writing, an unconditional resignation effective on or before November 1, 2012; and
 - c. On or before November 1, 2012, retire with STRS and provide the Treasurer with written evidence of such retirement.
3. Participating employees shall be entitled to receive a retirement incentive payment in accordance with the following schedule contingent on the number of participants:

<u>Number of Participants</u>	<u>Payment Amount</u>
1-2	\$20,000 per participant
3-4	\$30,000 per participant
5-6	\$40,000 per participant
<i>7 or more</i>	<i>\$50,000 per participant</i>

4. The Board shall pay the retirement incentive payment specified in Section 3 above according to a mutually agreed upon series of payments between the Board and the employee. Each employee will sign an agreement with the Treasurer specifying distribution of payments between cash and Cobra payments.

Memorandum of Understanding

This Memorandum of Understanding is entered into by and between the Eastwood Local School Board ("Board") and the Eastwood Education Association ("Association"); and

WHEREAS, the Board and the Association mutually agree to modify the terms of the Collective Bargaining Agreement that exists between the Board and the Association; and

WHEREAS, the Board and the Association agree that the modification herein shall not set any precedents, and shall not negate or modify any provisions not specifically noted in this Memorandum of Understanding; However, either party may request future discussion and negotiations related to Professional Trainer Leave;

NOW THEREFORE, The parties agree to the language as follows:

Article XV: Leaves of Absence

J. Professional Trainer Leave

Certified staff trainer may be granted up to six (6) days of Professional Training Leave within the school year to conduct trainings within or outside the school district.

Certified staff trainer will receive his/her regular pay as well as retain any paid stipend.

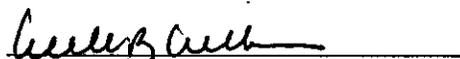
Certified staff trainer must perform equal number of professional development hours, including prep time, for Eastwood School District or return a percentage of his/her per diem for hours not provided to the district. *There will be a 2:1 ratio for presentation time to prep time.*

If the district's professional development hours exceed the certified staff trainer's professional training leave hours, the certified staff trainer may bank the exceeded hours for the following school year.

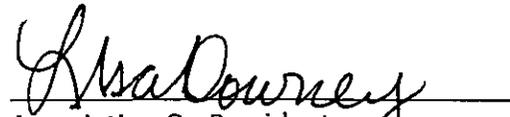
IN WITNESS WHEREOF, the parties enter into this Memorandum of Understanding
this 27th day of February, 2012.

FOR THE BOARD


Board President


Superintendent

FOR THE ASSOCIATION


Association Co-President


Association Co-President

2. Preparation Day

- a. For the 2012-13 School Year, teachers will be allotted one (1) "floating workday" for preparation between August 6th and August 17th.

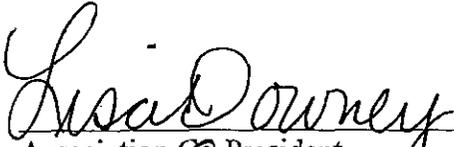
IN WITNESS WHEREOF, the parties enter into this Memorandum of Understanding this 27th day of February, 2012.

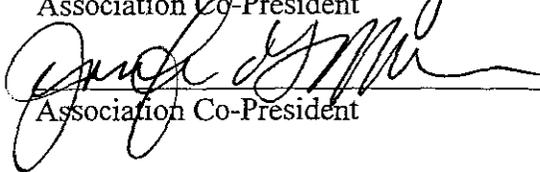
FOR THE BOARD


Board President


Superintendent

FOR THE ASSOCIATION


Association Co-President


Association Co-President

Memorandum of Understanding

This Memorandum of Understanding is entered into by and between the Eastwood Local School Board ("Board") and the Eastwood Education Association ("Association"); and

WHEREAS, the Board and the Association mutually agree to modify the terms of the Collective Bargaining Agreement that exists between the Board and the Association; and

WHEREAS, the Board and the Association agree that the modification herein shall not set any precedents, and shall not negate or modify any provisions not specifically noted in this Memorandum of Understanding; However, either party may request future discussion and negotiations related to Teacher School Year and Preparation Day; and

WHEREAS, the parties have a collective bargaining agreement which specifically addresses Teacher School Year and Preparation Day; and

WHEREAS, Article XII, TEACHING CONDITIONS, Section B.1 and Section B.2, page 18 states:

B. Teacher School Year

1.	<u>Purpose</u>	<u>Days</u>
	Instruction	180
	Orientation/In-Service (first or second day)	1
	Preparation (first or second day)	1
	Work Day/In-Service (split)	2
	Records (end of year)	<u>1</u>
	TOTAL DAYS	185

2. Preparation Day

The teacher preparation day may not have administratively scheduled staff meetings without the prior consent of two-thirds (2/3) of the building licensed/certificated staff. If a meeting is held with such consent, the meeting may not exceed one hour in length.

NOW THEREFORE, The parties agree to the language as follows:

ARTICLE XII – TEACHING CONDITIONS

B. Teacher School Year

1.	<u>Purpose</u>	<u>Days</u>
	Instruction	180
	Orientation/In-Service (First Day)	1
	Preparation (floating workday)	1
	Work Day/In-Service (split)	2
	Records (end of year)	<u>1</u>
	TOTAL DAYS	185

MEMORANDUM OF UNDERSTANDING

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

WHEREAS, the Board and the Association are parties to a Negotiated Agreement that is in effect from July 1, 2010, through June 30, 2012; and

WHEREAS, the Board and the Association desire to enter into an agreement extending the current Negotiated Agreement through June 30, 2013;

NOW, THEREFORE, in consideration of the mutual covenants set forth herein, the Board and the Association agree as follows:

1. The Board and the Association agree to extend the current Negotiated Agreement through June 30, 2013, and Article XXV, Section A. 2. shall be amended to reflect that the Negotiated Agreement will remain in effect from July 1, 2012, until June 30, 2013.
2. Except as modified by this Memorandum of Understanding, all other terms and conditions of the current Negotiated Agreement shall remain in full force and effect. This Memorandum represents the entire agreement between the parties with respect to its subject matter and shall only be amended by a signed writing.

IN WITNESS WHEREOF, the duly authorized representatives of the Board and the Association have executed this Memorandum of Understanding on the date(s) set forth below.

For the Eastwood Education Association

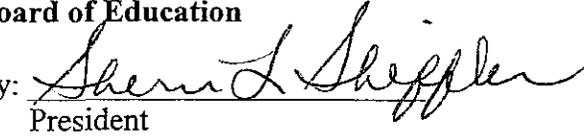
By: 
President

By: 

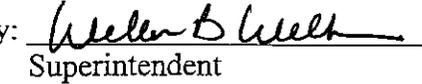
By: _____

Date: March 27, 2012

For the Eastwood Local School District Board of Education

By: 
President

By: 
Treasurer

By: 
Superintendent

Date: March 27, 2012