**MEMORANDUM OF UNDERSTANDING**

The parties to this Memorandum are the Zanesville City School District Board of Education (hereinafter the “Board”) and the Zanesville Education Association (hereinafter the “ZEA”).

The intent of this Memorandum is to address issues related to Teacher Professional Organization (TPO) Stipends for officers of the ZEA.

By this Memorandum the parties acknowledge and adopt the following:

**Whereas,** there exists a mutual desire to establish an agreement between the parties regarding TPO Stipends; and

**Whereas,** the parties recognize the mutual benefit related to establishing such an agreement;

**Therefore,** in consideration of the mutual promises contained herein and solely for purpose of establishing a means for TPO Stipends to be paid to ZEA officers, the parties agree that:

1. This Memorandum does not alter, modify or change any other existing provision of the Collective Bargaining Agreement currently in effect between the parties.
2. This Memorandum shall constitute the full and complete understanding of the parties concerning this subject matter.
3. This Memorandum shall be in full force and effect on the date signed by the parties’ representatives.
4. This Memorandum is not precedential in nature and that no party will use this Agreement to demonstrate custom or practice of the parties.
5. Consistent with Ohio Administrative Code Rule 3307-6-01, the Board, upon request by the ZEA President, will pay a stipend to the Association President, Vice President, Secretary, or Treasurer as compensation for service to the Association. The Association President shall certify the precise stipend amounts to the Board’s Treasurer, and such amounts shall not exceed the maximum allowed by Rule 3307-6-01. The Association shall promptly and fully reimburse the Board for the total cost of these stipends, including all applicable retirement costs.

In witness thereof, we hereby affix our signatures on the \_\_\_\_\_\_ day of \_\_\_\_\_\_\_\_\_\_\_\_\_\_, 2014.

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**Board President Association President**