

Addendum to Memorandum of Understanding
between the
Coshocton City School District Board of Education
and the
Coshocton City Education Association

This Addendum to the Memorandum of Understanding ("Addendum") is entered into on this 25th day of April, 2024 ("Addendum Effective Date") by and between the Coshocton City School District Board of Education ("Board") and the Coshocton City Education Association ("CCEA") (collectively, "Parties") for the purpose of documenting the Parties' mutual agreement to extend a modified retirement or separation incentive program provided for in the Parties' Memorandum of Understanding entered into on March 28, 2024 ("MOU") to CCEA bargaining unit employees for the 2023-2024 and 2024-2025 school years on the terms set forth herein.

WHEREAS, The Board and CCEA are Parties to a collective bargaining agreement in effect from July 1, 2023, through June 30, 2026 ("Master Agreement"); and

WHEREAS, the Board and CCEA agreed to an MOU on March 28, 2024 ("MOU") to establish a retirement or separation incentive program pursuant to Article 15, Section E of the Master Agreement; and

WHEREAS, in order to be eligible for the retirement or separation incentive program under the MOU, a CCEA bargaining unit employee must meet the criteria set forth in the MOU which requires, among other criteria, that the CCEA bargaining unit employee have at least thirty (30) years of service credit in STRS

at the end of the 2023-2024 contract year and the CCEA bargaining unit employee must resign or retire from all employment with the District effective on or before June 30, 2024; and

WHEREAS, the Parties acknowledge and agree that there is mutual benefit to extending and modifying the terms of the MOU for CCEA bargaining unit employees to be eligible for the retirement or separation incentive during the 2024-2025 contract year on the terms set forth in this Addendum.

NOW, THEREFORE, THE PARTIES AGREE TO THE FOLLOWING:

1. CCEA bargaining unit employees shall be eligible for the retirement or separation incentive program during the 2024-2025 contract year, on the terms set forth in the Parties' Memorandum of Understanding entered into on March 28, 2024, provided each CCEA bargaining unit employee meets all of the criteria set forth in Section 1 of the MOU, except as modified in this section below:
 - A. Section 1c of the MOU will not apply;
 - B. Instead of the 4:00pm on April 10, 2024, date in Section 1d of the MOU, the CCEA bargaining unit employee must meet with the Superintendent on or before 4:00pm on April 29, 2024, to review and determine eligibility for the retirement or separation incentive in accordance with the MOU and the terms of this Addendum;
 - C. Instead of the effective dates of June 30, 2024, as set forth in Sections 1e and 1f of the MOU, the effective date will be as determined by

the Superintendent based on eligibility as determined by the effective date of resignation or retirement;

- D. Instead of the 4:00pm on April 15, 2024, deadline set forth in Section 13 of the MOU, the deadline for CCEA bargaining unit employees to submit an irrevocable, non-cancellable written notice of resignation or retirement shall be 4:00pm on April 30, 2024, for official Board action at the regular public meeting of the Board to be held on May 30, 2024;
2. Instead of the date of payment on September 30, 2024, as set forth in Section 2 of the MOU, the date of payment of the retirement or separation incentive to the CCEA bargaining unit employee, if determined eligible pursuant to the terms of the MOU and this Addendum, will be sixty (60) calendar days from the CCEA bargaining unit employee's effective date of resignation or retirement as approved by the Superintendent in accordance with Section 1C above herein, and as approved by the Board at the regular public meeting of the Board to be held on May 30, 2024;
3. Instead of the April 15, 2024, date set forth in Sections 7, 8, 9, and 10 of the MOU, the date as applied to CCEA bargaining unit employees under the terms of this Addendum will be April 30, 2024;
4. All other provisions of the Parties' Memorandum of Understanding entered into on March 28, 2024 shall apply to CCEA bargaining unit

employees determined to be eligible for the retirement or separation incentive program as set forth in this Addendum. This includes the provisions of the MOU addressing severance pay in accordance with Article 15, insurance coverage including COBRA pursuant to Article 16, the one-time only payment eligibility, forfeiture of eligibility, ineligibility based on STRS disability retirement leave of absence or any prior STRS retirement status, ineligibility based on any pending dismissal or reprimand procedures as set forth in Article 10 or any reduction in force procedures as set forth in Article 11, or any contract non-renewal procedures as set forth in Ohio Revised Code Section 3319.11;

5. The Parties agree that all other terms and conditions included in the Parties' Memorandum of Understanding entered into on March 28, 2024, except as otherwise set forth in this Addendum, shall apply to this Addendum;
6. This Addendum shall be attached to the Parties' Memorandum of Understanding entered into on March 28, 2024 and shall be interpreted in accordance with the provisions of the Parties' Memorandum of Understanding;
7. This Addendum shall not impact the Master Agreement or the Memorandum of Understanding entered into on March 28, 2024 between the Parties in any other way other than as specifically set forth herein;

8. The Parties acknowledge and agree that this Addendum does not create or establish any precedent or past practice between the Parties.

IN WITNESS WHEREOF this Addendum to the Memorandum of Understanding is entered into voluntarily by its parties on this the 25th day of April, 2024.

COSHOCTON CITY SCHOOL
DISTRICT
BOARD OF EDUCATION

COSHOCTON CITY
EDUCATION ASSOCIATION

A handwritten signature in blue ink, appearing to be 'M. P. McKee', is written over a horizontal line.

4/19/24