

MEMORANDUM OF UNDERSTANDING

Between

Coshocton City School District ("District")

And

Ohio Association of Public School Employees, Local #387 ("Union")

I. Purpose

This Memorandum of Understanding ("MOU") is entered into between the Coshocton City School District ("District") and the Ohio Association of Public School Employees, Local #387 ("Union") [collectively, "Parties"], to address the reinstatement of a pay differential for a six and one-half (6.5) hour Educational Assistant assigned to the Coshocton Elementary Library effective for the 2026-2027 contract year.

II. Background

The District and the Union are parties to a Negotiated Agreement in effect July 1, 2025, through June 30, 2027. The Parties acknowledge that a pay differential in the amount of \$0.35 per hour was previously provided to the Educational Assistant position assigned to the Coshocton Elementary Library under the Negotiated Agreement in effect July 1, 2022, through June 30, 2025, but that the Parties negotiated in 2025 to remove the position differential. However, in recognition of additional duties and responsibilities associated with the position, and the position being reinstated, the Parties now desire to reinstate the differential under the terms outlined in this MOU.

III. Agreement

1. Reinstatement of Differential

Effective for the 2026-2027 contract year, the Parties agree to reinstate a pay differential of \$0.35 per hour for the Educational Assistant assigned to the Coshocton Elementary Library.

2. Eligibility

The differential shall apply only to the Educational Assistant position specifically assigned to duties within the Coshocton Elementary Library.

3. Duration of Assignment

The differential shall be paid for all hours worked while the employee is assigned to the Coshocton Elementary Library in this capacity.

4. Non-Precedent Setting

This MOU is intended to address a specific situation and shall not establish a

precedent or past practice for other positions, classifications, or assignments within the District under the Negotiated Agreement.

5. Collective Bargaining Agreement

Except as expressly modified by this MOU, all terms and conditions of the current Negotiated Agreement shall remain in full force and effect.

IV. Term

This MOU shall become effective on _____ and shall remain in effect through June 30, 2027, at which time this MOU shall automatically expire with no further action required by either party, unless extended or modified by mutual written agreement of the Parties.

V. Entire Agreement

This document constitutes the entire agreement between the Parties concerning the subject matter herein and may only be modified in writing signed by both parties.

VI. Signatures

IN WITNESS WHEREOF, the Parties have executed this Memorandum of Understanding on the dates indicated below.

For Coshocton City School District

Name:
Title: Superintendent
Date:

Name:
Title: Board President
Date:

For the Ohio Association of Public School Employees (OAPSE), Local #387

Name:
Title: Union President
Date: