GRIEVANCE SETTLEMENT AGREEMENT

This Settlement Agreement is entered into on the ____ day of November, 2026, by and between the Coshocton City Board of Education ("Board"), OAPSE and Its local #387 ("OAPSE"), and Travis Arnold ("Arnold" or "Grievant") [together, the "Parties"].

WHEREAS, the Board and OAPSE are parties to a Negotiated Agreement effective July 1, 2025 through June 30, 2027 ("Negotiated Agreement"), which contains an agreed-upon Grievance Procedure, which is set forth in Article 6 of the Negotiated Agreement; and

WHEREAS, the Board employs Travis Arnold in the classification of Maintenance, which is a classification represented by OAPSE under Article 2, Recognition, of the Negotiated Agreement; and

WHEREAS, on October 23, 2026, OAPSE's Local President filed a class action grievance, naming Arnold as the grievant, to Level Three, before the Superintendent, alleging a violation of Article 26.5 of the Negotiated Agreement related to call-in time that occurred on October 6, 2026, for which the grievant was not offered and another employee within the Maintenance classification was offered; and

WHEREAS, on October 20, 2026, OAPSE's Local President filed a class action grievance, naming Arnold as the grievant, to Level Two, before the immediate supervisor, Jacob Conrad, Director of Buildings & Grounds/Transportation, alleging another violation of Article 26.5 of the Negotiated Agreement related to call-in time that occurred on October 19, 2026, for which the grievant was not offered and another employee within the Maintenance classification was offered. However, in filing the grievance at Level Two, both OAPSE and the grievant admit that neither OAPSE nor

the grievant followed the process set forth in Level One of the Grievance Procedure set forth in Article 6, prior to filing the grievance at Level Two, and the grievance was denied on that basis; and

WHEREAS, on October 28, 2026, OAPSE's Local President filed an individual grievance, naming Arnold as the grievant, to Level Three, before the Superintendent, alleging retaliation related to two reprimands issued to the grievant after the grievant filed the Level Two grievance on October 20, 2026, however no violation of the Negotiated Agreement was cited in the Level Three grievance; and

WHEREAS, on or about October 28, 2026, OAPSE's Local President and the Superintendent mutually agreed to extend the timelines for conducting the Level Three hearing of the grievance filed at Level Three on October 23, 2026, and the grievance filed at Level Three on October 28, 2026, for the purpose of conducting a combined grievance hearing and settlement discussion on November 2, 2026; and

WHEREAS, on or about October 28, 2026, OAPSE's Local President and the Superintendent also mutually agreed to include in the combined grievance hearing and settlement discussion on November 2, 2026, a discussion of the Level Two grievance filed on October 20, 2026; and

WHEREAS, representatives of the Board, representatives of OAPSE, and Arnold met on November 2, 2026, for the purpose of conducting a combined grievance hearing and settlement discussion of all three (3) of the aforementioned grievances, and as a result of said hearing, have collectively agreed to resolve any and all claims between them as related to all three (3) grievances, on the terms set forth in this Settlement Agreement;

NOW, THEREFORE, THE PARTIES HEREBY AGREE:

Section 1. This Settlement Agreement shall be effective upon adoption by the Board and OAPSE, and upon signatures of the Parties on this Settlement Agreement.

Section 2. The Parties agree that Arnold will receive payment for two (2) hours of call-in time in full accord and satisfaction of the grievance filed at Level Three on October 23, 2026. The two (2) hours of call-in time will be paid to Arnold at Arnold's regular rate of pay in effect on October 6, 2026, in the next regular payroll cycle occurring after the date this Settlement Agreement is executed by the Parties.

Section 3. In full accord and satisfaction of the grievance filed at Level Three on October 28, 2026, the Parties agree that the two reprimands issued to Arnold on October 22, 2026, are null and void, have no further force or effect, and will be destroyed immediately following the date this Settlement Agreement is executed by the Parties. Because the records are null and void and therefore not accurate, the records will be destroyed in accordance with the District's records retention policy and schedule. In exchange for the Board's valuable consideration as set forth in this Section 3, OAPSE and Travis agree that Travis will work cooperatively with all colleagues, supervisors, and administrative employees of the District, and that Travis will communicate in a professional and appropriately responsive manner with all colleagues, supervisors, and administrative employees in the workplace.

Section 4. In full accord and satisfaction of the grievance filed at Level Two on October 20, 2026, OAPSE agrees, and on behalf of the bargaining unit represented as set forth in Article 2 of the Negotiated Agreement, to fully comply at all times with the

provisions of Level One – Informal – of the Grievance Procedure as set forth in Article 6 of the Negotiated Agreement, when processing grievances.

Section 5. OAPSE and Arnold agree to withdraw in writing all three (3) grievances with prejudice, effective on the date this Settlement Agreement is executed by the Parties. In withdrawing all three (3) grievances, OAPSE and Arnold agree to release the Board for any and all claims and causes of action pertaining to each of the three (3) grievances and the subject matters thereof. In withdrawing the grievance with prejudice, OAPSE and Arnold agree to release the Board from all allegations, claims, causes of action, and requested remedies pertaining to the three (3) grievance addressed through this Settlement Agreement.

Section 7. It is expressly understood and agreed by the Parties that this Settlement Agreement is not to be construed as an admission by the Board of any fault or liability whatsoever, or of any violation of the Negotiated Agreement. The Board expressly denies the claims set forth in each of the three (3) grievances.

Section 8. It is further expressly understood and agreed by the Parties that this Settlement Agreement is not to be construed as establishing any precedent or past practice between the Parties with respect to any of the subject matters set forth in any of the three (3) grievances, and that this Settlement Agreement has no force or effect on the terms of the Negotiated Agreement.

Section 9. The Parties acknowledge that this is an enforceable Settlement Agreement and that this Settlement Agreement contains the entire agreement and understanding of the Parties with respect to the three (3) grievances and with respect to the subject matters set forth herein.

IN WITNESS WHEREOF, the parties have entered into this Settlement Agreement voluntarily on the date first set forth above.

COSHOCTON CITY BOARD OF EDUCATION

By: _____

Matthew Nicholas, Superintendent

OAPSE AND ITS LOCAL #387

By: Brenda J. Miller

Brenda Miller, OAPSE Local #387 President

TRAVIS ARNOLD

Travis Arnold

By:

Travis Arnold, Grievant