

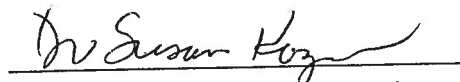
MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into this 16 day of April, 2015 between the Brecksville-Broadview Heights Board of Education ("Board") and the Brecksville-Broadview Heights Education Association (BEA) for the purpose of one-time modifications to the current Agreement between the two parties, in addition to Dr. Susan Kozimor as a retiring employee, as follows:

- A) In exchange for the terms contained in this Memorandum of Understanding, Dr. Susan Kozimor acknowledges that she will submit an irrevocable letter of resignation for retirement into State Teachers Retirement System of Ohio (STRS) from her guidance counselor position with the District, effective June 30, 2015, which will be accepted by the Board contingent upon approval of this Memorandum.
- B) In lieu of current language in Section 35 (Severance Pay), Item C (Receipt of Severance Pay) of the Agreement, payment of severance pay will be made on or before June 20, 2015 to the "Valik Tax Deferred 403(b) Annuity Plan for government Employees" per the terms contained in Section 33 (Salary, Extracurricular Compensation, and Other Compensation), Item V (Payment and Deferral of Severance Pay).
- C) Dr. Kozimor will provide proof of retirement from STRS to the District on or before September 1, 2015, or the full payment provided under item B of this Memorandum shall be refunded to the Brecksville-Broadview Heights Board of Education.
- D) It is understood and agreed between the parties to this Memorandum that the sole purpose for these one-time modifications is to allow Dr. Kozimor the opportunity to finalize purchase of service credit provisions with STRS on or before June 30, 2015.
- E) It is expressly understood and agreed by the parties to this Memorandum that, with the exception to Item A, all terms of this Memorandum are non-binding and non-precedent setting relative to future retiring employees and no contractual language is permanently altered as a result of this Memorandum.


Mrs. Bonnie Monteleone, President

Mr. Mark Jantzen, President


Dr. Susan Kozimor, Retiring Employee