

MEMORANDUM OF SETTLEMENT

B E T W E E N:

Renfrew County District School Board

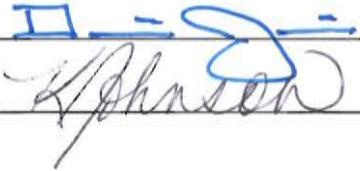
And

**The Canadian Union of Public Employees
and its Local 1247**

1. The parties herein agree to the terms of this Memorandum as constituting full settlement of all matters in dispute between the parties for the renewal Collective Agreement.
2. The undersigned representatives of the parties do hereby agree to recommend the ratification of all the terms of this Memorandum of Settlement to their respective parties.
3. The parties herein agree that the Memorandum of Settlement shall include:
 - The terms of the previous collective agreement which expired on August 31, 2012;
 - Appendix "A" – CUPE Memorandum of Understanding dated December 31, 2012.
4. The parties herein agree that the terms of the Collective Agreement shall be from September 1, 2012 to August 31, 2014.

DATED at Pembroke, Ontario, this 19 day of September, 2013.

FOR THE BOARD



FOR THE UNION:

