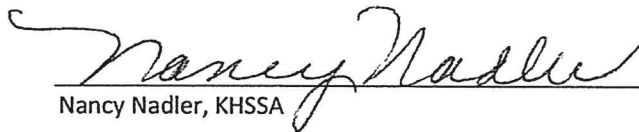


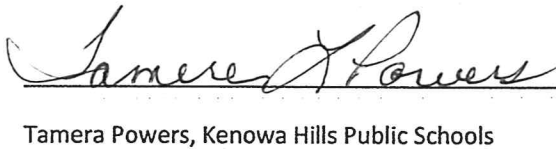
Letter of Agreement Between
Kenowa Hills Public Schools
and the
Kenowa Hills Support Staff Association

Re: Option to Participate in Insurance/Fringe Benefits

The above named parties agree to the following:

Employees working less than twenty (20) scheduled hours per week and are not eligible to participate in the Section 125 flexible benefit plan do not have the option to participate in the Insurance/Fringe Benefits plans.

 12-21-14
Nancy Nadler, KHSSA Date

 12-21-14
Tamara Powers, Kenowa Hills Public Schools Date