

**SETTLEMENT AGREEMENT  
BETWEEN THE STATE LIBRARY OF OHIO AND  
STATE COUNCIL OF PROFESSIONAL EDUCATORS**

This Agreement made by and between the State of Ohio, Department of Administrative Services, Office of Collective Bargaining (OCB), State Library of Ohio, Sharon Douglass ("Douglass") and the SCOPE- State Council of Professional Educators (OEA/NEA) regarding the implementation of the Decision of the Arbitrator in Case No. DRC-2019-00131-10, dated November 8, 2019.

Now therefore, all parties hereto, in consideration of their mutual covenants and agreements to be performed, as hereinafter set forth, agree as follows:

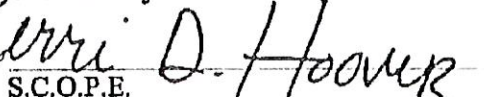
1. Douglass will resign her position effective November 23, 2019. Her signature on this document serves as her letter of resignation.
2. Douglass will have no rights to this position or any position with the State Library of Ohio after the resignation.
3. The State Library of Ohio will compensate Douglass full back pay and benefits, including vacation, personal, and sick time from November 16, 2018 to November 23, 2019, minus applicable taxes and deductions, and subject to standard offsets for outside earnings.
4. The total back pay will be subject to financial documentation submitted by Douglass representing Douglass' earnings through the date of November 23, 2019.
5. The State Library of Ohio agrees to remit the employer's contributions to Douglass' OPERS account based upon the earnable salary of \$68,080.48 for the period from November 16, 2018 to November 23, 2019. The agency's payment of OPERS contributions is subject to acceptance and approval by OPERS and this employer contribution shall not be deducted from the back pay award

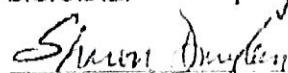
All parties to this Agreement hereby acknowledge and agree that this Agreement is in no way precedent setting. This Agreement shall not be introduced, referred to, or in any other way utilized in any subsequent arbitration, litigation, or administrative hearing except as may be necessary to enforce its provisions and terms.

FOR THE PARTIES:

  
Office of Collective Bargaining

  
State Library of Ohio

  
S.C.O.P.E.

  
Sharon Douglass

1/10/2020  
Date

1/10/2020  
Date

1/6/2020  
Date

1-2-2020  
Date