

**MEMORANDUM OF UNDERSTANDING**

The undersigned parties agree as follows:

1. Bobbi Fischer shall receive the attached letter of discipline dated September 18, 1997 and the parties agree it is true and correct.
2. This Agreement is without precedent to any future case. Notwithstanding the foregoing sentence, this Agreement and the attachments hereto may be relied upon and/or introduced in any grievance, arbitration, administrative or legal proceeding relative to any employment and/or disciplinary action regarding Bobbi Fischer.
3. This Agreement constitutes the entire understanding and agreement of the parties addressed above and no other agreement as to these matters shall be binding unless in writing and signed by all parties.

*[Signature]*  
 For the Board

9-24-97  
 Date

*[Signature]*  
 For the Union

9/24/97  
 Date

*Bobbi Fischer*  
 Bobbie Fischer

9/29/97  
 Date