

## **MEMORANDUM OF UNDERSTANDING**

The Sylvania Township (“Township”) and Ryan Sedlock and IAFF Local 2243 hereby agree as follows in consideration of mutual promises as set forth herein:

1. In consideration of the terms set forth herein, Employee will immediately submit her/his resignation for personal reasons effective as of the date the parties sign this MOU, pursuant to Article 11.9 of the Collective Bargaining Agreement. (resignation attached hereto and fully incorporated herein) The Administrative Charges filed with respect to Employee were prepared before and without Employee’s participation in the investigatory process.
2. In accordance with Article 28.5 of the Collective Bargaining Agreement, the Employee shall receive any earned but unused vacation pay, including a pro-rata share of vacation pay earned in the year the Employee resigns (2024) which is approximately eight thousand five hundred and ten dollars and fifty-eight cents (\$8,510.58).
3. The Township, through the Township Fire Department and/or Township Human Resources, will respond to all requests for employment references regarding Employee with the date of hire, position at time of resignation and date of resignation, subject to paragraph 5 below.
4. Neither the terms of this agreement, nor the fact of its execution, nor any other pending administrative matters including, but not limited to the Charges shall constitute an admission of wrongdoing on the Employee’s or Township’s part.
5. This agreement shall be interpreted, enforced and governed by the laws of the State of Ohio including, but not limited to the Ohio Public Record Act, as may be amended from time-to-time.
6. If any part of this agreement shall be deemed invalid or unenforceable for any reason, all remaining parts shall remain binding in full force and effect.

7. By executing this agreement, Employee acknowledges and hereby releases Local from any claims relating to and/or arising out of the execution of this agreement, known or unknown. Employee acknowledges Local fully satisfied its duty of fair representation.
8. For and in consideration of the promises and covenants contained herein and the compromise and settlement of Employee, Employee covenants to forever refrain from suit and forever release and discharge the Sylvania Board of Trustees and the Sylvania Township Fire Department, any and all its employees, officers or agents, from any and all claims, demands, rights, causes of action of whatsoever kind and nature, under state or federal law, including but not limited to the Americans with Disability Act, as amended, Family Medical Leave Act, Civil Rights Act of 1964, and Ohio Civil Rights Act, without limitation, any wage loss he may have suffered, any harm to his reputation or emotional well-being, any claim for personal injury, any claim for attorney fees, general damages of any nature, expenses and fees, and claim for breach of contract or warranty, expressed or implied arising out of, caused by or in any way connected with, whether directly or indirectly, his employment with the Township including but not limited to the matters relating to and/or arising out of the execution of this agreement, known or unknown.

Employee fully warrants and represents that the Sylvania Township Board of Trustees, the Sylvania Township Fire Department, any and all of its officers, agents and employees, through execution of this Release are released in their official and individual capacities.

By: \_\_\_\_\_  
Ryan Sedlock

Date: \_\_\_\_\_

By: \_\_\_\_\_  
IAFF Local 2243

Date: \_\_\_\_\_

By: \_\_\_\_\_  
Oliver Turner  
Administrator, Sylvania Township

Date: \_\_\_\_\_