

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into on the 4th day of May, 2015, by and between the Chagrin Falls Exempted Village School District Board of Education and the Chagrin Falls Education Association.

WHEREAS, the Board and Association are parties to a Negotiated Agreement having a term of July 1, 2014 through June 30, 2017; and

WHEREAS, the parties desire to extend the contract for an additional year.

NOW, THEREFORE, THE PARTIES HEREBY AGREE:

Section 1. To amend Article XXV - Term of Agreement to read as follows:

* * *

The Agreement shall be in effect from July 1, 2014, through June 30, 2018. Unless terminated or changed by mutual written consent of the parties, the procedures set forth in this document and the terms thereof governing its application and interpretation will remain in force so long as recognition of the C.F.E.A. as exclusive representative of the bargaining unit continues.

Any changes, additions, or deletions to the terms of this agreement must be in writing and may only be made upon ratification by the C.F.E.A. membership and approval by the Board of Education.

* * *

Section 2. To amend Article XVIII - Term of Compensation to read as follows:

* * *

The base salary shall increase by one and one-half percent (1-1/2%) for the 2014-2015 school year. Also, the base salary shall increase by one and one-half percent (1-1/2%) for the 2015-2016 school year. Additionally, the base salary shall increase by two percent (2%) for the 2016-2017 school year. The base salary also shall increase by two percent (2%) for the 2017-2018 school year. The salary schedules are Appendix L.

* * *

Section 3. In all other respects, the terms of the existing Negotiated Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, this Memorandum of Understanding between the parties was executed this 4th day of May, 2015, at Chagrin Falls, Ohio.

CHAGRIN FALLS EDUCATION ASSOCIATION

By *J. Betterman*
President

By *Betty Ordway*
Union Representative

By *Chris Bauer*
Union Representative

CHAGRIN FALLS EXEMPTED VILLAGE BOARD OF EDUCATION

By *Michael J. Hogan 5/4/2015*
President

By *[Signature]*
Superintendent

By *[Signature]*
Treasurer

APPENDIX L

Certified Salary Schedule
2017-2018

Base = 44,569

(2.0% base increase)

STEP	A	B	C	D	E	F	G
0	44,569	45,460	45,906	46,352	46,797	47,243	48,135
	1.000	1.020	1.030	1.040	1.050	1.060	1.080
1	46,067	47,243	47,823	48,402	48,981	49,561	50,720
	1.034	1.060	1.073	1.086	1.099	1.112	1.138
2	47,564	49,026	49,739	50,452	51,165	51,878	53,305
	1.067	1.100	1.116	1.132	1.148	1.164	1.196
3	49,062	50,809	51,655	52,502	53,349	54,196	55,890
	1.101	1.140	1.159	1.178	1.197	1.216	1.254
4	50,559	52,591	53,572	54,552	55,533	56,513	58,475
	1.134	1.180	1.202	1.224	1.246	1.268	1.312
5	52,057	54,374	55,488	56,603	57,717	58,831	61,060
	1.168	1.220	1.245	1.270	1.295	1.320	1.370
6	53,554	56,157	57,405	58,653	59,901	61,149	63,645
	1.202	1.260	1.288	1.316	1.344	1.372	1.428
7	55,052	57,940	59,321	60,703	62,085	63,466	66,230
	1.235	1.300	1.331	1.362	1.393	1.424	1.486
8	56,549	59,722	61,238	62,753	64,268	65,784	68,815
	1.269	1.340	1.374	1.408	1.442	1.476	1.544
9	58,047	61,505	63,154	64,803	66,452	68,101	71,400
	1.302	1.380	1.417	1.454	1.491	1.528	1.602
10	59,544	63,288	65,071	66,854	68,636	70,419	73,985
	1.336	1.420	1.460	1.500	1.540	1.580	1.660
11	61,042	65,071	66,987	68,904	70,820	72,737	76,570
	1.370	1.460	1.503	1.546	1.589	1.632	1.718
12	62,539	66,854	68,904	70,954	73,004	75,054	79,155
	1.403	1.500	1.546	1.592	1.638	1.684	1.776
13	64,037	68,636	70,820	73,004	75,188	77,372	81,740
	1.437	1.540	1.589	1.638	1.687	1.736	1.834
14	65,534	70,419	72,737	75,054	77,372	79,689	84,325
	1.470	1.580	1.632	1.684	1.736	1.788	1.892
15	67,032	72,202	74,653	77,104	79,556	82,007	86,910
	1.504	1.620	1.675	1.730	1.785	1.840	1.950
16	68,529	73,985	76,570	79,155	81,740	84,325	89,495
	1.538	1.660	1.718	1.776	1.834	1.892	2.008
17	70,027	75,767	78,486	81,205	83,923	86,642	92,080
	1.571	1.700	1.761	1.822	1.883	1.944	2.066
18	71,524	77,550	80,402	83,255	86,107	88,960	94,665
	1.605	1.740	1.804	1.868	1.932	1.996	2.124
19	73,022	79,333	82,319	85,305	88,291	91,277	97,250
	1.638	1.780	1.847	1.914	1.981	2.048	2.182
20	74,876	81,116	84,235	87,355	90,475	93,595	99,835
	1.680	1.820	1.890	1.960	2.030	2.100	2.240

A=BA

B=BA+15 SH

C=BA+24 SH

D=MA

E=MA+18 SH

F=MA+36 SH

G=PhD or equivalent

APPENDIX L

Tutor Salary Schedule

2017-2018

(2.0% base increase)

STEP	A	B	C	D	E	F	G
0	34.37	35.06	35.41	35.75	36.09	36.44	37.12
	1.00	1.02	1.03	1.04	1.05	1.06	1.08
1	35.75	36.61	37.02	37.47	37.88	38.33	39.19
	1.04	1.07	1.08	1.09	1.10	1.12	1.14
2	37.12	38.16	38.67	39.19	39.70	40.22	41.25
	1.08	1.11	1.13	1.14	1.16	1.17	1.20
3	38.84	40.22	40.91	41.59	42.28	42.97	44.34
	1.13	1.17	1.19	1.21	1.23	1.25	1.29

A=BA

B=BA+15 SH

C= BA+24 SH

D= MA

E= MA +18 SH

F= MA + 36 SH

G= PhD

**Appendix L
(Schedule 1)**

Base Salary: 2017-2018 \$44,569

2017-2018

Schedule 1 - District Interscholastics

<u>Position</u>	<u>Years of Service</u>				
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
Asst. Athletic Director-H.S.(1)	\$5,304	\$5,482	\$5,705	\$5,883	\$6,106
Asst. Athletic Director-M.S.(1)	\$5,304	\$5,482	\$5,705	\$5,883	\$6,106
Football Program Coor. (1)	\$6,774	\$7,131	\$7,488	\$7,844	\$8,468
Asst. H.S. Football Coach (6)	\$4,724	\$4,947	\$5,125	\$5,348	\$5,616
M.S. Head Coach (1)	\$4,056	\$4,279	\$4,457	\$4,635	\$4,858
Asst. M.S. Coach (3)	\$3,610	\$3,788	\$3,922	\$4,100	\$4,368
Boys/Girls Basketball Coor.(2)	\$6,195	\$6,507	\$6,774	\$7,086	\$8,245
Asst. Bball Coach (6)	\$4,189	\$4,368	\$4,546	\$4,769	\$5,125
M.S. Head Bball Coach (2)	\$3,209	\$3,343	\$3,476	\$3,610	\$4,011
Wrestling Coor. (1)	\$6,106	\$6,373	\$6,685	\$6,953	\$7,577
Asst. Wrestling Coach(2)	\$4,056	\$4,279	\$4,457	\$4,635	\$4,903
M.S. Wrestling Coach (1)	\$3,209	\$3,387	\$3,521	\$3,699	\$3,878
Asst. M.S. Wrestling (1)	\$2,184	\$2,362	\$2,496	\$2,674	\$2,852
Boys/Girls Head Soccer (2)	\$4,903	\$5,170	\$5,437	\$5,705	\$6,240
Asst. Soccer Coach(4)	\$3,521	\$3,655	\$3,833	\$3,967	\$4,189
Head Gymnastics Coach(1)	\$5,036	\$5,259	\$5,482	\$5,705	\$6,017
Head Swimming Coach(1)	\$5,036	\$5,259	\$5,482	\$5,705	\$6,017
Asst Swimming Coach(1)	\$3,610	\$3,788	\$3,922	\$4,100	\$4,279
Head Hockey Coach (1)	\$5,036	\$5,259	\$5,482	\$5,705	\$6,017
Asst. Hockey Coach(1)	\$3,610	\$3,788	\$3,922	\$4,100	\$4,279
Head Baseball/Softball (2)	\$4,724	\$4,947	\$5,170	\$5,393	\$5,660
Asst. Baseball/Softball(4)	\$3,387	\$3,521	\$3,699	\$3,833	\$4,056
Boys/Girls Track Coor.(2)	\$4,724	\$4,947	\$5,170	\$5,393	\$5,660
Asst. Track Coach (2)	\$3,387	\$3,521	\$3,699	\$3,833	\$4,056
M.S. Track Coach (2)	\$2,808	\$2,897	\$2,986	\$3,120	\$3,298
Asst. M.S. Track Coach(2)	\$2,139	\$2,228	\$2,318	\$2,451	\$2,585
Boys/Girls Lacrosse Coach(2)	\$4,724	\$4,947	\$5,170	\$5,393	\$5,660
Asst. Lacrosse Coach(2)	\$3,387	\$3,521	\$3,699	\$3,833	\$4,056
Cheerleading Coor.-Fall (1)	\$3,298	\$3,476	\$3,610	\$3,788	\$4,189
Cheerleading Coor-Wtr (1)	\$3,298	\$3,476	\$3,610	\$3,788	\$4,189
Asst. H.S. Cheerleading-Fall(2)	\$2,540	\$2,674	\$2,808	\$2,897	\$3,164
Asst. H.S. Cheerleading-Wtr(2)	\$2,540	\$2,674	\$2,808	\$2,897	\$3,164
M.S. Cheerleading-Fall(1)	\$1,916	\$2,050	\$2,184	\$2,318	\$2,451
M.S. Cheerleading-Wtr(1)	\$1,916	\$2,050	\$2,184	\$2,318	\$2,451
Volleyball Coordinator (1)	\$4,903	\$5,170	\$5,437	\$5,705	\$6,240
Asst. Volleyball Coach(2)	\$3,521	\$3,655	\$3,833	\$3,967	\$4,189
M.S. Volleyball Coach(2)	\$2,897	\$2,986	\$3,075	\$3,209	\$3,387
Head Golf Coach(1)	\$3,298	\$3,476	\$3,610	\$3,788	\$4,189
Asst. Golf Coach(1)	\$2,540	\$2,674	\$2,808	\$2,897	\$3,164
Boys/Girls Tennis Coach(2)	\$3,298	\$3,476	\$3,610	\$3,788	\$4,189
Asst. Tennis Coach (2)	\$2,540	\$2,674	\$2,808	\$2,897	\$3,164
Boys/Girls Cross Country Coor.(2)	\$3,298	\$3,476	\$3,610	\$3,788	\$4,189
M.S. Cross Country (2)	\$2,050	\$2,184	\$2,318	\$2,451	\$2,719
Faculty Manager/Fall (1)	\$2,095	\$2,206	\$2,318	\$2,429	\$2,585
Faculty Manager/Winter (1)	\$2,095	\$2,206	\$2,318	\$2,429	\$2,585

*See Article XVIII for additional information on supplementals and longevity stipend.

**Appendix L
(Schedule 2)**

Base Salary: 2017-2018 \$44,569

2017-2018

**Schedule 2 - High School Co-Curriculars
Years of Service**

<u>Position</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
Academic Decathlon Advisor	\$1,382	\$1,471	\$1,560	\$1,604	\$1,694
Art Club Advisor	\$936	\$981	\$1,070	\$1,114	\$1,159
Asst. Marching Band Director (2)	\$4,056	\$4,279	\$4,457	\$4,635	\$4,813
Bridge to the World Coordinator (1)	\$1,382	\$1,471	\$1,560	\$1,604	\$1,694
Contemporary Communication/Channel 4	\$1,382	\$1,471	\$1,560	\$1,604	\$1,694
Cum Laude Society Advisor (1)	\$1,382	\$1,471	\$1,560	\$1,604	\$1,694
Dramatics - "Fall Footlighters" Advisor	\$4,056	\$4,279	\$4,457	\$4,635	\$4,813
Dramatics - Spring Musical Advisor	\$4,056	\$4,279	\$4,457	\$4,635	\$4,813
Dramatics - Spring Musical Director	\$4,056	\$4,279	\$4,457	\$4,635	\$4,813
Flag Team Advisor -Marching Band	\$2,273	\$2,362	\$2,496	\$2,674	\$2,808
Forensics Club Advisor	\$4,501	\$4,769	\$5,036	\$5,304	\$5,571
Freshman Class Advisor	\$936	\$981	\$1,070	\$1,114	\$1,159
Future Teachers of America	\$936	\$981	\$1,070	\$1,114	\$1,159
Grade Level Chair/Department Chair	\$1,694	\$1,783	\$1,872	\$2,006	\$2,095
Head Marching Band Director	\$6,106	\$6,373	\$6,685	\$6,953	\$7,265
International Club Advisor (2)	\$936	\$981	\$1,070	\$1,114	\$1,159
Jazz Band Advisor	\$3,209	\$3,387	\$3,521	\$3,699	\$3,833
Junior Class Advisor	\$2,273	\$2,362	\$2,496	\$2,674	\$2,808
Key Club Advisor	\$3,164	\$3,209	\$3,298	\$3,343	\$3,387
Key Club Assistant	\$981	\$1,025	\$1,114	\$1,159	\$1,248
Newspaper "Tiger Times" Advisor	\$4,501	\$4,769	\$5,036	\$5,304	\$5,571
Peer Care Advisor	\$2,273	\$2,362	\$2,496	\$2,674	\$2,808
Prism Advisor(s), Art 30%, Literary 70%	\$936	\$981	\$1,070	\$1,114	\$1,159
Science Club Advisor	\$936	\$981	\$1,070	\$1,114	\$1,159
Select Choir Advisor	\$3,209	\$3,387	\$3,521	\$3,699	\$3,833
Senior Class Advisor	\$1,827	\$1,916	\$2,006	\$2,139	\$2,273
Sophomore Class Advisor	\$936	\$981	\$1,070	\$1,114	\$1,159
Student Council Advisor	\$2,273	\$2,362	\$2,496	\$2,674	\$2,808
Student Enrichment Pilot	\$936	\$981	\$1,070	\$1,114	\$1,159
Student Tutoring Coordinator	\$981	\$1,025	\$1,114	\$1,159	\$1,248
Technology Advocate	\$1,694	\$1,783	\$1,872	\$2,006	\$2,095
Teen Institute Advisor	\$936	\$981	\$1,070	\$1,114	\$1,159
Thespian/Drama Club	\$936	\$981	\$1,070	\$1,114	\$1,159
Yearbook "Zenith" Advisor	\$4,501	\$4,769	\$5,036	\$5,304	\$5,571

*See Article XVIII for additional information on supplementals and longevity stipend.

**Appendix L
(Schedule 3 and Schedule 4)**

Base Salary: 2017-2018 \$44,569

2017-2018

**Schedule 3 - Middle School Co-Curricular Schedule
Years of Service**

<u>Position</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
Yearbook Advisor	\$2,050	\$2,184	\$2,318	\$2,451	\$2,540
Power of the Pen	\$1,159	\$1,248	\$1,293	\$1,426	\$1,515
Newspaper Advisor	\$1,159	\$1,248	\$1,293	\$1,426	\$1,515
Student Council Advisor	\$2,006	\$2,095	\$2,228	\$2,362	\$2,496
7th/8th Grade Class Advisor (1)	\$1,159	\$1,248	\$1,293	\$1,426	\$1,515
MS Liaison-Reading & Soc. Studies	\$936	\$981	\$1,070	\$1,114	\$1,159
MS Liaison-Math & Science	\$936	\$981	\$1,070	\$1,114	\$1,159
Jazz Band - M.S.	\$3,209	\$3,387	\$3,521	\$3,699	\$3,833
Select Choir - M.S.	\$3,209	\$3,387	\$3,521	\$3,699	\$3,833
Student Enrichment Pilot	\$936	\$981	\$1,070	\$1,114	\$1,159

2017-2018

**Schedule 4 - Elem. Co-Curricular Schedule
Years of Service**

<u>Position</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
5th or 6th Grade Retreat*	\$300	\$300	\$300	\$300	\$300
5th or 6th Grade Retreat Coordinator (2)	\$401	\$446	\$490	\$535	\$579
Assistant Select Choir	\$981	\$1,025	\$1,114	\$1,159	\$1,248
Destination Imagination Advisor	\$1,159	\$1,203	\$1,248	\$1,293	\$1,337
Rocket Club	\$981	\$1,025	\$1,114	\$1,159	\$1,248
Select Choir	\$3,209	\$3,387	\$3,521	\$3,699	\$3,833
Service Learning Club Advisor	\$981	\$1,025	\$1,114	\$1,159	\$1,248
Student Council Advisor	\$981	\$1,025	\$1,114	\$1,159	\$1,248
Student Enrichment Pilot	\$936	\$981	\$1,070	\$1,114	\$1,159
Tiger Tutor Coordinator	\$981	\$1,025	\$1,114	\$1,159	\$1,248

*See Article XVIII for additional information on supplementals and longevity stipend.