

MEMORANDUM OF UNDERSTANDING  
between the  
SUGARCREEK EDUCATION ASSOCIATION (Association)  
and the  
BELLBROOK-SUGARCREEK SCHOOL DISTRICT (Board)

This Memorandum of Understanding between the Association and the Board is intended to set forth certain terms and conditions agreed upon by both aforementioned parties, as stated below.

The Bellbrook-Sugarcreek Board of Education (Board) and the Sugarcreek Education Association (Association) previously entered into a collective bargaining agreement (AGREEMENT) effective June 1, 2014 through May 31, 2017. This MOU modifies the AGREEMENT with express consent of both parties.

Pursuant to Article 6 (VI) of the AGREEMENT regarding Compensation and Reimbursement, the Board and Association executive committee agree to a modification of Section 6.03 Supplemental Duty Schedule and Supplemental Duty Positions (as per attached).

This Memorandum of Understanding goes into effect with the 2016-2017 school year and will remain in effect until such language is bargained to be changed by the parties. The provisions of the negotiated agreement between the parties here to not to be altered by the MOU are to remain unchanged.

<u>Ronald M. Moore</u>	Association President	<u>[Signature]</u>	Superintendent
<u>April 26, 2016</u>	Date	<u>5-2-16</u>	Date

**Supplemental Duty Positions**  
effective with the 2016-2017 school year

(as amended by MOU, April 2016)

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POSITION      QTY. PLANNED      INDEX

**Fall Sports**

HS Head Football (1) .148  
HS Asst. Football Coach (5) .111  
Freshman Football Coach (2) .096  
MS Asst. Football Coach (4) .096  
HS Head Volleyball Coach (1) .114  
HS Asst. Volleyball Coach (2) .086  
HS Freshman (Reserve B) Volleyball Coach (1) .074  
MS Asst. Volleyball Coach (2) .074  
Boys Varsity Soccer Coach (1) .114  
Boys Asst. Soccer Coach (1) .086  
Boys Reserve Soccer Coach (2) .086  
Boys Freshman (Reserve B) Soccer Coach (1) .074  
Girls Varsity Soccer Coach (1) .114  
Girls Asst. Soccer Coach (1) .086  
Girls Reserve Soccer Coach (2) .086  
Girls Freshman (Reserve B) Soccer Coach (1) .074  
Girls/Boys Soccer Goalkeeper Coach (1) .074  
HS Boys Cross Country Coach (1) .114  
HS Girls Cross Country Coach (1) .114  
HS Boys/Girls Asst. Cross Country Coach (2) .074  
MS Asst. Cross Country Coach (2) .074  
Golf Coach (1) .073  
Golf Asst./Reserve Coach (1) .045  
Girls Tennis Coach (1) .073  
Girls Asst. Tennis Coach (2) .045  
HS Cheerleader Advisor (1) .073  
HS Asst Cheerleader Advisor (2) .055  
MS Cheerleader Advisor (1) .047  
Football Equipment Manager (1) .024  
Ticket Manager (1) .047  
Fall Site Managers (2) .074

**Supplemental Duty Positions**  
effective with the 2016-2017 school year

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POSITION      QTY. PLANNED      INDEX

**Winter Sports**

HS Head Boys Basketball Coach (1) .148  
HS Asst. Boys Basketball Coach (1) .111  
JV Asst. Boys Basketball Coach (1) .111  
Freshman Boys Basketball Coach (1) .096  
HS Head Girls Basketball Coach (1) .148  
HS Asst. Girls Basketball Coach (1) .111  
JV Asst. Girls Basketball Coach (1) .111  
Freshman Girls Basketball Coach (1) .096  
Eighth Grade Boys Basketball Coach (1) .096  
Seventh Grade Boys Basketball Coach (1) .096  
Eighth Grade Girls Basketball Coach (1) .096  
Seventh Grade Girls Basketball Coach (1) .096  
HS Bowling Coach (1) .045  
HS Head Wrestling Coach (1) .148  
HS Asst Wrestling Coach (1) .111  
HS Reserve Wrestling Coach (2) .111  
MS Asst. Wrestling Coach (2) .096  
HS Head Swimming & Diving Coach (1) .073  
HS Asst Swimming & Diving Coach (3) .045  
HS Cheerleader Advisor (1) .073  
HS Competition Cheerleader Advisor (1) .055  
HS Asst Cheerleader Advisor (2) .055  
MS Cheerleader Adv/Competition Adv (1) .055  
Winter Site Managers (2) .033

**Supplemental Duty Positions**  
 effective with the 2016-2017 school year

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POSITION      QTY. PLANNED      INDEX

**Spring Sports**

HS Head Baseball Coach (1) .114  
 HS Reserve Baseball Coach (1) .086  
 HS Asst. Baseball Coach (2) .086  
 MS Asst. Baseball Coach (2) .074  
 HS Freshman Baseball Coach (1) .074  
 HS Head Softball Coach (1) .114  
 HS Reserve Softball Coach (1) .086  
 HS Asst. Softball Coach (2) .086  
 MS Asst. Softball Coach (2) .074  
 HS Head Boys Track Coach (1) .114  
 HS Asst. Boys Track Coach (2) .086  
 MS Asst. Boys Track Coach (2) .074  
 HS Head Girls Track Coach (1) .114  
 HS Asst. Girls Track Coach (2) .086  
 MS Asst. Girls Track Coach (2) .074  
 Boys Tennis Coach (1) .073  
 Boys Asst. Tennis Coach (2) .045  
 HS Asst. Athletic Director (1) .114  
 MS Asst. Athletic Director (1) .074  
 HS Weight Training Advisor (1) .057  
 HS Asst. Weight Training Advisor (1) .043  
 Boys Head Lacrosse Coach (1) .114  
 Boys Asst Lacrosse Coach (1) .086  
 Boys Reserve Lacrosse Coach (1) .086  
 Girls Head Lacrosse Coach (1) .114  
 Girls Asst Lacrosse Coach (1) .086  
 Girls Reserve Lacrosse Coach (1) .086  
 Spring Site Managers (2) .033

**Supplemental Duty Positions**  
 effective with the 2016-2017 school year

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POSITION      QTY. PLANNED      INDEX

**Co-Curricular**

Theater Director (1) .114      (Fall Play and Spring Musical)

HS Productions Assistant/Site Mgr (5) .033

Choral Director (1) .033

Band Director (1) .114

Asst. Band Director (1) .086

HS Jazz/Pep Band Director (1) .033

HS Percussion Instructor (1) .047

Color Guard Advisor (1) .073

AFJROTC Color Guard (1) .047

AFJROTC Fitness & Model Club (1) .047

HS English Chairperson (1) .047

HS Math Chairperson (1) .047

HS Science Chairperson (1) .047

HS Social Studies Chairperson (1) .047

HS Foreign Language Chairperson (1) .047

HS Special Education Chairperson (1) .047

K-5 Grade Level Chairperson (6) .047

Guidance Director (1) .047

HS Intramural Advisor (1) .041

MS Intramurals Advisor (1) .041

HS Yearbook Advisor (1) .073

MS Yearbook Advisor (1) .037

HS Student Council Advisor (1) .037

MS Student Council Advisor (1) .024

3/4/5 Grade Elem. Student Council Advisor (1) .024

Class Advisor (Senior) (1) .024

Class Advisor (Junior) (2) .037

Class Advisor (Sophomore) (1) .024

Class Advisor (Freshman) (1) .024

HS Diversity Advisor (1) .024

HS Key Club Advisor (1) .024

Newspaper Advisor (HS) (1) .024

Newspaper Advisor (MS) (1) .024

National Honor Society Advisor (1) .024

Junior Honor Society Advisor (1) .016  
HS Tech/STEM Advisor (1) .024  
Speech Team Advisor (1) .024  
Academic Team Advisors (HS, MS, BC, SB) (8) .024  
MS Tech/STEM Advisor (1) .024  
MS Productions Advisor (2) .016  
HS PE/Fine Arts Chairperson (1) .047  
HS STEM/Business/ROTC Chairperson (1) .047  
MS Drama Director (2) .024  
Elementary Productions Advisor (1 per building) .016  
HS Science Olympiad (2) .037  
HS Science Fair (1) .016  
MS Science Fair (1) .016  
Power of the Pen Advisor/Golden Quill (2) .016  
MS Science Olympiad (2) .037  
MS Muse Machine (non-stepping) (1) .037  
MS Camp Advisor (10) .016  
Model UN/Mock Trial (1) .024

MEMORANDUM OF UNDERSTANDING  
between the  
SUGARCREEK EDUCATION ASSOCIATION (Association)  
and the  
BELLBROOK-SUGARCREEK SCHOOL DISTRICT (Board)

This Memorandum of Understanding between the Association and the Board is intended to set forth certain terms and conditions agreed upon by both aforementioned parties, as stated below.

6.13 Retirement Incentive

For the first two years of this contract (2014-2015 and 2015-2016), a retirement incentive will be made available to a qualifying teacher as set forth below. To qualify for this incentive, a teacher who is eligible by June 30, of the calendar year of retirement for full retirement under Ohio State Teacher Retirement System (STRS), must give written notice to the Superintendent by no later than March 1 of the year he/she first becomes eligible for "full retirement" as of June 30 under STRS. Such notice will state that the teacher is retiring effective at the end of the current school year and requests that the Superintendent so notify the Board for action on the retirement. For purposes of this division, "full retirement" means having 25-32 years' service credit to apply toward Ohio STRS retirement in the first year (2014-2015) of the contract and 25-30 years' service credit in the second year (2015-2016).

- A. In addition to and separate from severance pay, any bargaining unit member who has worked for Bellbrook-Sugarcreek Schools for at least ten (10) years will be provided a retirement incentive equal to \$1,000.00 times each year of Bellbrook-Sugarcreek service, not to exceed \$20,000.00, provided that such unit member has been on a paid status (not on a leave of absence) for a period of at least two years immediately prior to retirement.
- B. A teacher who is eligible for "full retirement" and misses the March 1 deadline forfeits his/her right to this incentive. A teacher who is eligible for less than "full retirement" will be eligible for this incentive in following years (2014-2015 and 2015-2016), provided the teacher otherwise qualified for full retirement and gives timely notice.

- C. The school board will pay the incentive to qualifying teachers in one lump sum payment. Such payment shall be made in January of the calendar year following retirement under Ohio STRS.
  
- D. A teacher may be required to give an appropriate release to the Board of Education for purposes of inquiry at the Ohio STRS. It shall be the responsibility of the teacher to be aware of when such teacher becomes eligible for "full retirement". Lack of knowledge or "innocent" errors shall not extend a teacher's deadline for written notice under paragraph B above.

Any unit member having previously retired under STRS is not eligible for this incentive unless such retirement was a disability retirement.

The Memorandum of Understanding is retroactive to the original signing date of the Master Agreement which took effect June 1, 2014 and will remain in effect until such language is bargained to be changed by the parties. The provisions of the negotiated agreement between the parties here to not to be altered by the MOU are to remain unchanged.

Ronald Mann Association President      Keelie Superintendent  
April 22, 2016 Date                              4/25/2016 Date