

2015 MAY 21 PM 2:22

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
LITTLE MIAMI TEACHERS' ASSOCIATION
AND THE
LITTLE MIAMI LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION

2456-01

✓

WHEREAS, the Little Miami Teachers' Association ("LMTA") and the Little Miami Local School District Board of Education ("Board") are parties to a Collective Bargaining Agreement in effect from July 1, 2014 through June 30, 2017; and

WHEREAS, the Board and LMTA desire to create a study committee to develop a revised department chair job description; and

WHEREAS, the committee shall examine the job duties, organization and compensation of department chair position under the supplemental contract structure.

NOW, THEREFORE, BE IT AGREED, by and between the LMTA and the Board as follows:

1. The Board and LMTA shall create a study committee no later than September 30, 2014 for the express purpose of revising the job description for department chairs.
2. The committee shall examine the job duties, organizational structure, and compensation under the supplemental contract for department chair.
3. All other provisions of the Collective Bargaining Agreement currently in effect between the parties hereto and not altered by this Memorandum of Understanding shall remain in full force and for the term of the Collective Bargaining Agreement. No other agreement shall serve to alter the provisions of the current Collective Bargaining Agreement unless agreed to in writing between the parties.
4. Notwithstanding the terms of this Memorandum of Understanding, all parties further acknowledge, agree and understand that nothing contain herein shall be construed or utilized as "past practice" or "precedent setting" in any related or unrelated, current or future grievance, arbitration, litigation or matter of contract interpretation involving LMTA and the Board.

5. This Memorandum shall constitute the full and complete understanding of the parties concerning this matter and any amendments or modifications shall be in writing and signed by the parties.

IN WITNESS WHEREOF, the duly authorized representatives of the Little Miami Local School District Board of Education and the Little Miami Teachers' Association have executed this Memorandum on the dates opposite their signatures.

LITTLE MIAMI LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION

Date: _____

By: _____
President

By: _____
Treasurer

LITTLE MIAMI TEACHERS' ASSOCIATION

Date: _____

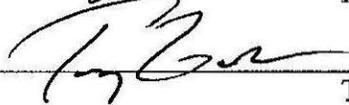
By: _____
President

By: _____
Secretary

BOARD OF EDUCATION

Date: 4/21/15

By: 
President

By: 
Treasurer

LITTLE MIAMI TEACHERS' ASSOCIATION

Date: 3-13-15

By: 
President

By: Karen Osborne
Secretary

2015 MAY 21 PM 2:32

MEMORANDUM OF UNDERSTANDING



This Memorandum of Understanding is entered into by the **LITTLE MIAMI LOCAL SCHOOL DISTRICT BOARD OF EDUCATION** ("Board") and the **LITTLE MIAMI TEACHERS' ASSOCIATION** ("Association") for the purpose of adopting the following teacher evaluation procedure in accordance with the standards-based statewide teacher evaluation framework adopted by the State Board of Education. The Association acknowledges that this teacher evaluation policy aligns with the *Standards for the Teaching Profession* as set forth in State law.

This evaluation procedure will be used for individuals who spend greater than 50% of their time providing student instruction.

Purpose

The evaluation policy is intended to provide an evaluation model that is research-based, transparent, fair, and adaptable to the needs of the District. The Association believes in the importance of ongoing assessment and meaningful feedback as a powerful vehicle to support improved teaching performance and student growth.

Anti-discrimination Statement

In evaluating a teacher's performance, evaluators will not make judgments, or otherwise discriminate, on the basis of an employee's age, gender identification, race, ethnicity, national origin, religion, sexual orientation, marital status, military status, disability, union membership or union activism.

Definitions

Teacher - Notwithstanding Ohio Revised Code 3319.09, this policy applies to District employees who meet one of the following categories:

1. A license issued under ORC Sections 3319.22, 2219.26, 3319.222 or 3319.226 who spends at least 50% of his/her time providing student instruction; or
2. A permanent certificate issued under ORC 3319.222 as it existed prior to September, 2003 who spends at least 50% of his/her time providing student instruction; or

3. A permanent certificate issued under ORC Section 3319.222 as it existed prior to September, 2006 who spends at least 50% of his/her time providing student instruction.

Credentialed Evaluator - For purposes of this policy, each teacher subject to evaluation will be evaluated by a person who:

- a. Meets the eligibility requirements under ORC Section 3319.111(D); and
- b. Holds a credential established by the Ohio Department of Education for teacher evaluation.
- c. The Board authorizes the Superintendent/designee to approve and maintain a list of credentialed evaluators as necessary to effectively implement this policy.
- d. Formal evaluations cannot be conducted by a member of the Association's bargaining unit.
- e. Formal evaluators shall be administrative employees of the Little Miami Local School District or Pam Coates, who is an employees of the Warren County Educational Service Center exclusively assigned to the Little Miami Local school District.

Core Subject Area - means reading and English language arts, mathematics, science, foreign language, government, economics, fine arts, history and geography.

Student Growth - For the purpose of the District's evaluation policy, student growth is defined as the change in student achievement for an individual student between two or more points in time.

Student Learning Objectives (SLOs) – include goals identified by a teacher or group of teachers that identify expected learning outcomes or growth targets for a group of students over a period of time.

Value-Added – refers to the EVAAS Value-Added methodology provided by SAS, Inc., which provides a measure of student progress at the District and school level based on each student's scores on state-issued standardized assessments.

Vendor Assessment – student assessments approved by the Ohio Department of Education that measure mastery of the course content for the appropriate grade level, which may include nationally recognized standardized assessments, industry certification exams, or end-of-course examinations for grade level and subjects for which the Value-Added measure does not apply.

Assigning an Effectiveness Rating

Each evaluation will result in an effectiveness rating based on the OTES Framework. An effectiveness rating is based on the following two categories: (1) Teacher Performance; and (2) Student Growth Measures **AS REQUIRED BY OHIO LAW**.

Calculating Teacher Performance

Teacher performance is evaluated during formal observations and periodic classroom walkthroughs. The effectiveness rating will be attributed to teacher performance through a holistic process based on the *Ohio Standards for the Teacher Profession* **AND OHIO REVISED CODE**.

The OTES tools and forms provided by ODE and set forth in the eTPES will be utilized. Any changes in the evaluation tools to calculate teacher performance will be developed in consultation between the Association and the Board.

Calculating Student Growth Measures

For purposes of this policy, “student growth” means the change in student achievement for an individual student between two or more points in time. This component of the evaluation includes some combination of the following: (1) Teacher-level Value-Added Data; (2) ODE-Approved Assessments; and/or (3) Locally-determined Measures; in accordance with state law and State Board of Education requirements.

The extent to which **STUDENT GROWTH MEASURES SCORES** are used to calculate the student growth component of a teacher’s evaluation will be in accordance with state law and regulation. Any changes in the calculation method for student growth will be developed in consultation between the Association and the Superintendent/designee.

Evaluation Timeline

Each teacher will receive two formal observations, except any teacher who is under consideration for non-renewal and with whom the Board has entered into a limited contract or an extended limited contract, those teachers shall receive at least three formal observations.

The first annual observation shall be announced and will be preceded by a pre-conference meeting between the teacher and evaluator. Subsequent observations may be unannounced. All unannounced observations shall be followed by a post-observation interview. Within ten (10) work days following the formal observation there shall be a post-conference to discuss the evaluation. The teacher shall receive a Teacher Performance Evaluation Rubric at the post-observation conference.

When a teacher is required to be observed three (3) times during the school year, the first evaluation cycle must be completed before December 1 and the second evaluation cycle must be completed before March 1.

When the teacher is required to be observed twice during a school year, the first evaluation cycle must be completed before Winter Break.

All form evaluation cycles and the assignment of an effectiveness rating must be completed by May 10.

A teacher receiving the highest effectiveness rating on their most recent evaluation conducted pursuant to this policy shall be evaluated once every two (2) years.

Professional Growth and Improvement Plans

All teachers will develop a professional growth plan for the 2013-2014 school year.

Each teacher will develop a professional growth plan or professional improvement plan in accordance with the requirements as set forth in Ohio Revised Code (ORC) **DURING THE FIRST FOUR WEEKS OF THE SCHOOL YEAR.**

Reduction in Force

Reduction in Force procedures outlined in Article 31 of the current collective bargaining agreement.

Nonrenewal

Nonrenewal procedures set forth in Article 32 of the current collective bargaining agreement will be used. ~~for the 2013-2014 school year.~~

Evaluation procedure for individuals who spend less than 50% of their time providing student instruction

The evaluation tool and procedure set forth in Article 34 of the current Collective Bargaining Agreement will be used for the 2013-2014 school year.

Student Growth Measures

Student Growth Measures data will not be utilized to make decisions regarding non-renewal, termination, and reduction in force until the 2017-2018 contract year. Student Growth Measure data may be considered in making determinations to grant continuing contract status.

Evaluation Committee

An evaluation committee shall be established with three (3) teachers appointed by the Association and three (3) administrators appointed by the Superintendent. The Evaluation Committee shall meet at least quarterly.

THIS MEMORANDUM OF UNDERSTANDING WILL EXPIRE ON JUNE 30, 2017.

IN WITNESS WHEREOF, the duly authorized representatives of the Little Miami Local School District Board of Education and the Little Miami Teachers' Association have executed this Memorandum on the dates opposite their signatures.

LITTLE MIAMI LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION

Date: _____

By: _____

President

By: _____

Treasurer

LITTLE MIAMI TEACHERS' ASSOCIATION

Date: _____

By: _____

President

By: _____

Secretary

THIS MEMORANDUM OF UNDERSTANDING WILL EXPIRE ON JUNE 30, 2017.

IN WITNESS WHEREOF, the duly authorized representatives of the Little Miami Local School District Board of Education and the Little Miami Teachers' Association have executed this Memorandum on the dates opposite their signatures.

**LITTLE MIAMI LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION**

Date: 4/21/15

By: [Signature]
President

By: [Signature]
Treasurer

LITTLE MIAMI TEACHERS' ASSOCIATION

Date: 3-13-15

By: [Signature]
President

By: Karen Osborn
Secretary

2015 MAY 21 PM 2:32

AGREEMENT



This Agreement made this 22nd day of April, 2015, between the Little Miami Local School District Board of Education (hereafter the "Board") and The Goddard School (hereafter the "Company").

WHEREAS, the Board would like to offer an opportunity for students to be enrolled in a kindergarten program for the other half of the day when they are not in attendance at Little Miami and an on-site summer daycare service;

WHEREAS, Company is a licensed daycare provider in the State of Ohio; and

WHEREAS, in exchange for the opportunity to provide summer daycare services at the Little Miami Salem Township Elementary School ("Salem Elementary"); to have information about the program on the district web site; and to provide information at the kindergarten registrations; the Company has agreed to share its profits with the Board.

NOW, THEREFORE, BE IT AGREED by the parties as follows:

1. **License.** The Board grants Company a license to utilize a designated Salem classroom, the gym, the stage, restrooms, and playground area with the common areas in this building (the "Premises").
 - a. The Board will provide any furniture it has available for use by Company at the Premises; however, Company agrees that it remains ultimately responsible to obtain and maintain sufficient furniture at the Premises to perform the Services, as hereafter defined.
 - b. The Board will permit Company to use the office equipment available at the Premises; however, Company shall provide its own paper for all copiers and printers.
 - c. Company shall not cause any structures to be erected or altered on the Premises, without the express written consent of the Board.

- d. Summer use of the identified areas will continue for the summer program including the outside playground areas.
- e. Company may set up a table to offer information about their half day kindergarten and daycare service.
- f. The Board will permit the Company's information to be listed on the district website.

2. **Company Obligations.** Company hereby agrees to the following:

- a. Company shall provide the following services during the term of this Agreement (the "Services")
 - 1. Company agrees to offer half day kindergarten to complement the Little Miami kindergarten program so that students could have an equivalent of an all day program
 - 2. Company agrees to offer summer daycare services at Salem Township Elementary.
 - 3. Company agrees to work with the Board to determine fee.
- b. Company shall be responsible for providing all of the personnel resources needed to perform the Services for the term of this Agreement. The Board reserves the right to interview all personnel proposed by Company to perform any part of the Services. Company agrees that all personnel employed by Company to perform services under this Agreement shall be subject to BCII and FBI background checks prior to providing the Services under this Agreement. Additionally, all personnel shall be subject to random drug testing at least once during the school year, with the specific testing procedures to be determined by Company. Company agrees that no personnel who fail or refuse to take a random drug test will be utilized in the performance of any Services.
- c. All personnel employed by Company to perform the Services shall meet all licensing requirements of Ohio law.

- d. The Board may request the removal of any personnel employed by Company to perform Services under this Agreement. Company agrees to remove said personnel, provided the Board's request for removal is not unreasonable.
 - e. For each student charged an administration fee by Company, Company agrees to pay the Board the sum of \$25.00. Company shall make said payment to the Board for the prior month's administration fees by the 15th of the next month. Upon request, Company agrees to provide the Board with documentation supporting its calculation of the amount due to the Board under this provision.
 - f. For each paying student attending the summer program, Company agrees to pay the Board @ 2.00 each. Company shall make said payment to the Board for the prior month's administration fees by the 15th of the next month. Upon request, Company agrees to provide the Board with documentation supporting its calculation of the amount due to the Board under this provision.
 - g. The Board and Company agree that their representatives shall analyze the success of the Services after one year of this Agreement. Company agrees to provide sufficient financial documentation regarding its profit/loss in the performance of the Services. The Board and Company agree to renegotiate the amount of payment made by Company to the Board in the event that sufficient students enroll in the Services and Company realizes a profit from its performance of the Services. Should the Board not be satisfied with the amount of renegotiated compensation, if any, offered by Company, it shall be entitled to terminate this Agreement pursuant to Section 4.
3. **Term.** This Agreement shall be for a term of one year beginning on August 1, 2015 and ending on July 31, 2016. This Agreement may be renewed for additional one year terms upon the mutual written agreement of both parties at least 60 days prior to expiration of the then-current term. In addition, the terms of this agreement, including but not limited to, the compensation to the

Board shall be subject to change in any new Agreement, upon mutual agreement between the Board and Company.

4. **Early Termination.** Either party may terminate this agreement at any time by delivering written notice to the other party at least sixty (60) days prior to the effective date of termination.
5. **Insurance.** Company shall provide, at its sole and exclusive expense, liability insurance upon the Premises, naming the Board as an additional insured, thereunder. During the term of this Agreement, and any renewal term, Company shall provide not less than minimum coverage of \$1 million liability and property insurance.

Upon execution of this Agreement, Company shall provide the Board with a certificate of insurance evidencing Company's compliance with this provision. Company shall maintain such insurance throughout the term of the Agreement, including any renewals thereof and shall, from time-to-time, upon the reasonable requests of the Board, exhibit evidence of such insurance as shall satisfy the Board that the terms of this article are being met.

6. **No partnership.** Nothing in this Agreement shall be taken to constitute or create a partnership between the Board and Company or to make or appoint either party the agent of the other party.
7. **Employees.** Company employees shall remain Company employees and shall not be considered employees, independent contractors or agents of the Board. Company shall be responsible for all local, state and federal withholdings.
8. **Compliance with Laws.** Company shall comply with and obey all laws, ordinances, rules, regulations, and requirements of the Board, the state, city, or other governmental subdivision in which the building or space for the provision of services by Company is permitted hereunder.
9. **Use of Building.** Company will use and occupy the building or space provided at the Salem Elementary School in a careful, safe, and proper manner, and will not permit any waste or nuisance thereon, and will maintain said location in a clean, neat, and orderly condition.

10. **Indemnification.** Company, for Company's self, heirs, executors, administrators, successors, and assigns, releases, relinquishes, discharges, and agrees to hold harmless and indemnify the Board, its successors and assigns, against any and all claims, demands, and liability for any and all loss, damage, injury, or other casualty to property, whether it be that of either of the parties to this Agreement or of third persons, and to persons, whether they be third persons or employees of either of the parties to this Agreement, caused by, growing out of, or happening in connection with Company's use and occupancy of Board property, provision of the Services, or by reason of any other casualty.

11. **Default.** In the event that Company shall fail to make any payment due hereunder, shall fail to maintain the Premises as herein contemplated, fail to provide the insurance coverage necessary, or commit any other breach of this Agreement, the Board shall so notify the Company in writing of such default providing to the Company a period of 30 days to cure such default.

In the event that Company fails to cure such default to the satisfaction of the Board within said time period, this Agreement shall be deemed in default and shall be considered set aside, null and void, and all rights of the Company thereto shall be deemed terminated without further action of the Board.

Failure of the Board to declare an event of default immediately upon its occurrence, or delay in taking any action in connection with an event of default, shall not constitute a waiver of the default, but the Board shall have the right to declare the default at any time and take such action as is lawful or authorized under this Agreement. Failure by the Board to enforce one or more of the remedies provided upon an event of default shall not be deemed or construed to constitute a waiver of the default or of any other violation or breach of any of the terms, provisions or covenants contained in this Agreement.

12. **Liens.** The Company shall not permit any mechanic's or materialmen's liens to be filed against the fee of the demised Premises or the building or against any Company interest in the Premises by reason of work, labor, services or

materials supplied or claimed to have been supplied to the Company or anyone holding the Premises through or under the Agreement, whether prior or subsequent to the commencement of the term hereof. If any such mechanic's or materialmen's lien shall at any time be filed and the Company shall fail to remove same within ten days thereafter, it shall constitute a material breach of this Agreement.

13. **Notices.** All notices, requests and demands to or upon any party to this Agreement shall be in writing and shall be personally delivered, or given by facsimile at the number set forth below, or mailed first class, postage prepaid, addressed to such parties as follows, or to such other address as may be designated in writing by such party to the other party:

Board: Attn: Treasurer
 Little Miami Local Schools
 7247 Zoar Road
 Maineville, OH 45039
 513-899-3244 (fax)

Company: The Goddard School
 Pete Joseph, Owner
 59 Vista Ridge Drive
 South Lebanon, OH 45056
 513-494-1958 (fax)

All notices shall be deemed made and received on the date received if given by facsimile with written confirmation that the notice has been received, on the date postmarked if mailed in the manner above provided, or on the date delivered if personally delivered.

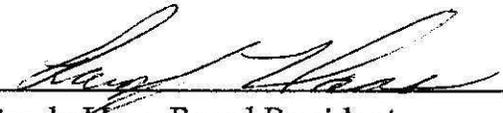
14. **Binding Nature.** This Agreement shall be binding upon and inure to the benefit of the parties and their respective heirs, successors and assigns.
15. **Authorization.** Each party to this Agreement which is a corporation or other entity warrants and represents that it is properly authorized by its governing board, board of directors, officers, stockholders, partners and/or holders of beneficial interest to enter into this Agreement.

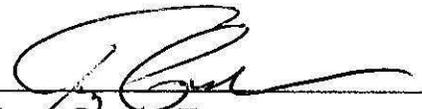
16. **Governing Law.** This Agreement is being executed and delivered and is intended to be performed in the State of Ohio and shall be construed and enforced in accordance with and the rights of the parties and shall be governed by the laws of the State of Ohio.
17. **Assignment.** This Agreement may not be assigned by either party without the written consent of the other party.
18. **Merger.** This Agreement constitutes the entire contract between the parties and supersedes all prior understandings, if any, there being no other oral or written promises, conditions, representations, understandings, or terms of any kind as conditions or inducements to the execution of this Agreement and none have been relied upon by either party. Any subsequent conditions, representations, warranties, amendments or agreements shall not be valid and binding upon the parties unless in writing and signed by both of the parties.

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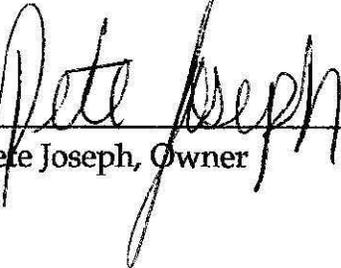
IN WITNESS WHEREOF, the parties have executed this agreement on this
16 day of April, 2015.

**BOARD OF EDUCATION OF THE LITTLE
MIAMI LOCAL SCHOOL DISTRICT**

By:  5/25/15
Randy Haas, Board President
R

By: 
Terry Gonda, Treasurer

THE GODDARD SCHOOL

By: 
Pete Joseph, Owner

MEMORANDUM OF UNDERSTANDING
BETWEEN THE LITTLE MIAMI TEACHERS' ASSOCIATION
AND THE LITTLE MIAMI LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION

MAY 21 PM 2:33

WHEREAS, the Little Miami Teachers' Association ("LMTA") and the Little Miami Local School District Board of Education ("Board") are parties to a Collective Bargaining Agreement in effect from July 1, 2014 through June 30, 2017; and

WHEREAS, the Board and LMTA found that the proposed supplemental schedule was inadvertently adopted as the official supplemental schedule, it will be replaced with the correct one (2012-14) until the supplemental committee shall finalize a schedule for the new contract, 2014-17.

WHEREAS, the Board and LMTA wish to ensure that holders of supplemental contracts experience no loss,

NOW, THEREFORE, BE IT AGREED, by and between the LMTA and the Board as follows:

1. The Board and LMTA shall replace the proposed schedule with the adopted 2012-14 supplemental schedule.
2. The committee shall examine the job duties, organizational structure, and compensation under the supplemental contract via a joint committee to propose an updated schedule for adoption at the end of the 2014-15 school year.
3. The Board and LMTA wish to allow the Freshman and Reserve Cheerleader Coaches to remain whole at Step 11, the Seventh and Eighth Grade Cheerleader Coaches to remain whole at Step 12, and the Assistant Drama Coach to remain whole at Step 6 as placed and contracted on the schedule that was inadvertently adopted for the 2014-15 school year. No other supplemental positions were affected.
4. All other provisions of the Collective Bargaining Agreement currently in effect between the parties hereto and not altered by this Memorandum of Understanding shall remain in full force and for the term of the Collective Bargaining Agreement. No other agreement shall serve to alter the provisions of the current Collective Bargaining Agreement unless agreed to in writing between the parties.
5. Notwithstanding the terms of this Memorandum of Understanding, all parties further acknowledge, agree and understand that nothing contained herein shall be construed or utilized as "past practice" or "precedent setting" in any related or unrelated, current or future grievance, arbitration, litigation or matter of contract interpretation involving LMTA and the Board.

6. This Memorandum shall constitute the full and complete understanding of the parties concerning this matter and any amendments or modifications shall be in writing and signed by the parties.

IN WITNESS WHEREOF, the duly authorized representatives of the Little Miami Local School District Board of Education and the Little Miami Teachers' Association have executed this Memorandum on the dates opposite their signatures.

LITTLE MIAMI LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION REPRESENTATIVE

Date: 1/28/15

By: 

Superintendent

By: 

Treasurer

LITTLE MIAMI TEACHERS' ASSOCIATION

Date: 1-28-15

By: 

President

By: 

Secretary

**PURPOSAL SUPPLEMENTAL CONTRACT CLASSIFICATIONS
2015 - 2017**

- | | |
|---|--|
| <p>1. Athletic Director, JH
Band Director
Basketball, Boys Varsity Head Coach
Basketball, Girls Varsity Head Coach
Football Varsity Head Coach</p> <p>2. Choral Director, HS</p> <p>3. Site Manager
Stage Manager</p> <p>4. Football, Reserve Head Coach</p> <p>5. Football, Freshman Head Coach
Football, Assistant Coach, (up to 6)</p> <p>6. Baseball, Varsity Head Coach
Basketball, Boys Reserve Head Coach
Basketball, Girls Reserve Head Coach
Basketball, Boys Varsity Assistant Coach
Basketball, Girls Varsity Assistant Coach
Cross Country, Varsity Head Coach - Boys / Girls
Drama Advisor
Radio Workshop
Soccer, Boys Varsity Head Coach
Soccer, Girls Varsity Head Coach
Softball, Varsity Head Coach
Swimming, Varsity Head Coach - Boys / Girls
Track, Boys Varsity Head Coach
Track, Girls Varsity Head Coach
Volleyball, Girls Varsity Head Coach
Wrestling, Varsity Head Coach ***</p> <p>7. Basketball, Boys Freshman Coach
Basketball, Girls Freshman Coach
Golf, Boys Varsity Head Coach
Golf, Girls Varsity Head Coach
Tennis, Boys Varsity Head Coach
Tennis, Girls Varsity Head Coach</p> | <p>8. Academic Team Head Coach
Band Director, Assistant Marching
Baseball, Boys Varsity Assistant
Basketball, 7th Grade Boys Head Coach
Basketball, 7th Grade Girls Head Coach
Basketball, 8th Grade Boys Head Coach
Basketball, 8th Grade Girls Head Coach
Football, 7th Grade Head Coach
Football, 8th Grade Head Coach
Softball, Girls Varsity Assistant
Swimming, Varsity Assistant - requires 20
or more participants
Wrestling, Varsity Assistant Coach
Wrestling, JH Head Coach</p> <p>9. Band Director, Assistant Concert
Band Director JH
Basketball, JH Boys "B" Coach, (up to 2)***
Basketball, JH Girls "B" Coach, (up to 2)***
Choir/Ensemble, JH
Drama Advisor, Assistant Coach
Junior Class Advisor
Senior Class Advisor
Weight Room Supervisor</p> <p>10. Academic Team Assistant Coach
Baseball, Reserve Head Coach
Bowling, Boys Varsity Coach
Bowling, Girls Varsity Coach
Cheerleader, Varsity Advisor Basketball
Cheerleader, Varsity Advisor Football
Department Chairs
Football, 7th Assistant Coach, up to 2
Football, 8th Assistant Coach, up to 2
Media Specialist
Soccer, Boys Reserve Head Coach
Soccer, Girls Reserve Head Coach
Softball, Reserve Head Coach
Student Council Advisor, JH
Student Government
Track, Boys JH Head Coach
Track, Boys Varsity Assistant Coach
Track, Girls JH Head Coach
Track, Girls Varsity Assistant Coach
Volleyball, Girls Reserve Head Coach
Yearbook Advisor, High School</p> |
|---|--|

• When numbers support, additional coaches may be added to the program at a level 3 steps below the head coach unless designated otherwise.

**If boys and girls teams are combined due to lack of numbers, it will be considered one supplemental position.

***Current coaches (14-15) will continue at their step until a new coach takes the position.

- | | |
|--|---|
| <p>11. Baseball, Freshman / JV "B" Head Coach
 Bookstore, HS
 Cheerleader Advisor Freshman Basketball
 Cheerleader Advisor Freshman Football
 Cheerleader Advisor Reserve Basketball
 Cheerleader Advisor Reserve Football
 Cross Country, JH Head Coach
 National Honor Society, HS
 Pep Band
 Soccer, Boys Freshman/JV "B" Head Coach
 Soccer, Girls Freshman/JV "B" Head Coach
 Softball, Freshman /JV "B" Head Coach
 Stage Manager, Assistant
 Track, Boys JH Assistant Coach
 Track, Girls JH Assistant Coach
 Volleyball, Girls 7th Grade Head Coach
 Volleyball, Girls 8th Grade Head Coach
 Volleyball, Girls Freshman Head Coach</p> | <p>13. National Honor Society JH</p> |
| <p>12. Cheerleader Advisor 7th Grade Basketball
 Cheerleader Advisor 7th Grade Football
 Cheerleader Advisor 8th Grade Basketball
 Cheerleader Advisor 8th Grade Football
 Percussion Instruction
 Science Olympiad
 Volleyball, Girls JH "B" Head Coach
 Yearbook Advisor, Intermediate
 Yearbook Advisor, JH
 Yearbook Advisor, Gr. K-2 (1 per building)
 Yearbook Advisor, Gr. 3-4</p> | <p>14. Art Club, HS
 Building Career Advisor
 FCS Club
 Fine Arts Festival Manager
 French Club
 LGBT Club
 Ski Club
 Spanish Club
 Student Council, Intermediate
 Team Council JH Advisor
 2 Clubs per building (Gr. K-8)
 Other Bd. Of Ed. Approved Clubs</p> |

EXTENDED PAY FOR SUPPLEMENTAL CONTRACTS

Any coach or director whose team extends the regular season beyond the first level of post season tournament play/competition will receive the following extended pay:

- a. An additional 5% of his/her supplemental base salary if they win the league championship.
- b. An additional 5% of his/her supplemental base salary if the team goes from the Sectional Finals to the District.
- c. An additional 5% of his/her supplemental base salary if the team goes to Regionals/State.
- d. Band directors and choir teachers will receive \$10 for a solo student who receives a superior rating at O.M.E.A., and \$20 for each ensemble group that receives a superior rating at O.M.E.A.
- e. Coaches will receive \$10 for each individual player (not team) who is honored/recognized at the first team league level and above. (league, district, state)

Note: The maximum paid for extended pay will be 15% of his/her supplemental base.

**LITTLE MIAMI LOCAL SCHOOL DISTRICT
SUPPLEMENTAL SALARY SCHEDULE
2015-2016**

2%

Step 1
BASE \$40,299

	Step	0	1	2	3	4	5
Classification							
1		5,654	5,996	6,355	6,734	7,137	7,564
		0.1403	0.1488	0.1577	0.1671	0.1771	0.1877
2		5,130	5,444	5,767	6,113	6,476	6,863
		0.1273	0.1351	0.1431	0.1517	0.1607	0.1703
3		4,364	4,626	4,904	5,203	5,509	5,835
		0.1083	0.1148	0.1217	0.1291	0.1367	0.1448
4		4,191	4,445	4,711	4,993	5,291	5,606
		0.1040	0.1103	0.1169	0.1239	0.1313	0.1391
5		3,885	4,119	4,364	4,626	4,904	5,195
		0.0964	0.1022	0.1083	0.1148	0.1217	0.1289
6		3,240	3,433	3,639	3,857	4,086	4,332
		0.0804	0.0852	0.0903	0.0957	0.1014	0.1075
7		2,789	2,958	3,135	3,325	3,522	3,732
		0.0692	0.0734	0.0778	0.0825	0.0874	0.0926
8		2,567	2,724	2,885	3,059	3,244	3,438
		0.0637	0.0676	0.0716	0.0759	0.0805	0.0853
9		2,349	2,490	2,640	2,797	2,962	3,139
		0.0583	0.0618	0.0655	0.0694	0.0735	0.0779
10		2,067	2,188	2,321	2,462	2,607	2,760
		0.0513	0.0543	0.0576	0.0611	0.0647	0.0685
11		1,624	1,721	1,822	1,934	2,047	2,172
		0.0403	0.0427	0.0452	0.0480	0.0508	0.0539
12		1,394	1,479	1,568	1,660	1,761	1,866
		0.0346	0.0367	0.0389	0.0412	0.0437	0.0463
13		951	1,012	1,072	1,136	1,201	1,273
		0.0236	0.0251	0.0266	0.0282	0.0298	0.0316
14		476	504	536	568	600	637
		0.0118	0.0125	0.0133	0.0141	0.0149	0.0158

**LITTLE MIAMI LOCAL SCHOOL DISTRICT
SUPPLEMENTAL SALARY SCHEDULE
2016-2017**

2%

Step 1
BASE \$41,105

	Step	0	1	2	3	4	5
Classification							
1		5,767	6,116	6,482	6,869	7,280	7,715
		0.1403	0.1488	0.1577	0.1671	0.1771	0.1877
2		5,233	5,553	5,882	6,236	6,606	7,000
		0.1273	0.1351	0.1431	0.1517	0.1607	0.1703
3		4,452	4,719	5,002	5,307	5,619	5,952
		0.1083	0.1148	0.1217	0.1291	0.1367	0.1448
4		4,275	4,534	4,805	5,093	5,397	5,718
		0.1040	0.1103	0.1169	0.1239	0.1313	0.1391
5		3,963	4,201	4,452	4,719	5,002	5,298
		0.0964	0.1022	0.1083	0.1148	0.1217	0.1289
6		3,305	3,502	3,712	3,934	4,168	4,419
		0.0804	0.0852	0.0903	0.0957	0.1014	0.1075
7		2,844	3,017	3,198	3,391	3,593	3,806
		0.0692	0.0734	0.0778	0.0825	0.0874	0.0926
8		2,618	2,779	2,943	3,120	3,309	3,506
		0.0637	0.0676	0.0716	0.0759	0.0805	0.0853
9		2,396	2,540	2,692	2,853	3,021	3,202
		0.0583	0.0618	0.0655	0.0694	0.0735	0.0779
10		2,109	2,232	2,368	2,512	2,659	2,816
		0.0513	0.0543	0.0576	0.0611	0.0647	0.0685
11		1,657	1,755	1,858	1,973	2,088	2,216
		0.0403	0.0427	0.0452	0.0480	0.0508	0.0539
12		1,422	1,509	1,599	1,694	1,796	1,903
		0.0346	0.0367	0.0389	0.0412	0.0437	0.0463
13		970	1,032	1,093	1,159	1,225	1,299
		0.0236	0.0251	0.0266	0.0282	0.0298	0.0316
14		485	514	547	580	612	649
		0.0118	0.0125	0.0133	0.0141	0.0149	0.0158

**Little Miami Local School District
Proposal for Supplemental Position**

Check one: New Revision

Date Submitted: _____

Date Received by Administration: _____

New supplemental positions or revisions to existing supplemental positions may be proposed. Positions proposed for a building or district-wide activity must be submitted to the building Principal. The Principal will forward the proposal to the Human Resource Director. These proposals will be reviewed annually by the supplemental committee. The committee must receive all proposals by March 1. After reviewing the application and interviewing the applicant, if needed, each proposal will be forwarded to the Superintendent with a recommendation. The Superintendent will make a decision either accepting or rejecting the recommendation by April 1. Approved positions will be posted and filled consistent with the current negotiated contract.

Please provide all information requested below. Incomplete applications will be returned.

Position Title: _____ Building: _____

Activity Purpose:

Job Function/Responsibilities:

Specify the Number for Each Category:

_____ Number of Students Regularly Supervised

_____ Total Hours Per Year

_____ Number of Events/Performances

\$ _____ Budget/Financial Responsibility

_____ Facilities Responsibility (Yes/No)

_____ Public Contact/Pressure Rating (Rate from 1-10 the ongoing contact you have with the public and the level of pressure you experience in your supplemental, 1= minimal pressure with little public contact up to 10= high pressure with frequent public contact.)

_____ Practice Hours Per Week

_____ Season-Weeks

_____ Games - Number in a Season

_____ Average Weekend Time

_____ Game Time

Proposal Submitted By: _____ Date: _____

Building/Committee Recommendation: ____ Approve ____ Deny

.....

Superintendent's Signature

Date

____ Approve ____ Deny

LMTA Signature

Date

____ Approve ____ Deny

Coach Evaluation

Name: _____

Sport: _____

Rating: ME - Meets/Exceeds Standards

DNMS - Does Not Meet Standards

1. Administration
 - a. Equipment _____
 - b. Staff _____
 - c. Public Relations _____
 - d. Supervision _____
 - e. Paperwork _____
2. Coaching Performance (Discussion Items)
 - a. Knowledge of Fundamentals _____
 - b. Teaching/Coaching _____
 - c. Conditioning _____
 - d. Game Pre/Strategy _____
 - e. Deals Appropriately with Prevention/Care of Injuries _____
 - f. Performed job duties as set forth in the job description _____
3. Professional Relationships/Communication
 - a. Players _____
 - b. Parents _____
 - c. Staff _____
 - d. Game Officials _____
4. Discipline
 - a. Firm but Fair _____
 - b. Consistency _____
 - c. Follows Athletic Code of Conduct _____
 - d. Shares concerns with AD in a timely manner _____
5. Professionalism
 - a. Appearance _____
 - b. Attitude _____
 - c. Execution _____
 - d. Conduct _____

Comments:

AD Goals:

Coach Evaluation

Coach Goals:

Coach _____ Date _____

Athletic Director _____ Date _____