

MEMORANDUM OF UNDERSTANDING

11-08-2018
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16-CON-01-0471
K34895

Between the

BOARD OF EDUCATION of the BERA CITY SCHOOL DISTRICT

and the

BEREA FEDERATION OF TEACHERS

ARTICLE XIV – Teacher Leadership Functions

D. ~~Intermediate Teacher Leaders: Team Leader, Instructional Chairperson, Special Education Chairperson~~

1. Each ~~Intermediate~~ student team (Grades 5-8) will be represented by a team leader (with the exception of grade 5). ~~Additionally, there will be one instructional chairperson for reading, writing, mathematics, science and social students per building and one special education chairperson.~~ A teacher must be staffed full-time at the building to be eligible to apply for and retain any of the above positions.
2. The ~~Intermediate Teacher Leaders~~ Team Leaders will be paid 2.5% of the base salary and \$100.00 per team member based on the staffing assignments ~~in that area~~ at the ~~intermediate~~ middle school level.

E. ~~Intermediate Special Area Chairpersons~~

1. ~~The Intermediate Building will have one art chairperson, one music chairperson, one HPE chairperson and one computer science chairperson. Teachers must be staffed in the area at the intermediate level at least .5 to be eligible to apply for and retain this position.~~
2. ~~The Intermediate Special Area Chairpersons will be paid 2.5% of the base salary and \$100.00 per team member based on the staffing assignments in that area at the elementary level.~~

F. ~~Junior High Middle School Department Chair (Grades 5-8)~~

1. The ~~Junior High~~ Middle School (Grades 5-8) will have department chairs in the following departments:

~~Reading/Writing Workshop Grades 7-8~~

English/Language Arts ~~Grade 9~~

Math

Science

Social Studies

Special Education

Music

Health Physical Education

Art

Computer/Family Consumer Science

~~Foreign Language~~

~~Special Area: i.e., Art, Computer, Family Consumer Science, and Business~~

A teacher must be staffed at least .6 FTE at the ~~junior high~~ middle school and in that area in a building to be eligible to apply for and retain this position. ~~Unless listed above, the special area Department Chair will represent departments with 3 or fewer FTE's.~~

2. Teachers selected as ~~junior high~~ middle school department chairs shall receive a stipend of 5% of the base salary and \$100.00 for each member of the department. If there are fewer than 5 FTE's in the subject area, the department chair will be paid a stipend of 2.5% and \$100.00 for each member of the department.

3. The special education ~~junior-high~~ middle school department chair will have .2 release times to deal with issues related specifically to the management, scheduling, and conferencing of students with disabilities within the building, to coordinate all IDEA rules and regulations related to IEPs and MFEs and to coordinate all state mandated issues.
4. ~~Junior-high~~ Middle school department chairs will be assigned no more than five (5) classes. ~~Junior-high~~ Middle school department chairs will not be assigned non-curricular duties and supervisory assignments that fall outside the students' academic day.

G. High School Department Chairperson

1. The High School will have department chairs in the following departments. Department chairs shall receive a stipend of 5% of the base salary and \$100.00 for each member of the department. If there are fewer than 5 FTE's in the subject area, the department chair will be paid a stipend of 2.5% and \$100.00 for each member of the department:

English/Language Arts

Math

Science

Social Studies

World Language

Special Education

Music

Health/Physical Education

Art

Career Tech: Computer Science, Business, Family Consumer Science and Vocational

A teacher must be staffed at least .6 FTE at the high school and in that area in a building to be eligible to apply for and retain this position.

3. The special education high school curriculum leader will have 0.2 release times to deal with issues related specifically to the management, scheduling, and conferencing of students with disabilities within the building, to coordinate all IDEA rules and regulations related to IEPs and MFEs, and to coordinate all state mandated issues.
4. High school department chairs will be assigned no more than five (5) classes. High school department chairs will not be assigned non-curricular duties.

H. School Counselor/Testing Coordinator Grades 5-12

1. A guidance counselor must be staffed at the building at least .5 to be eligible to apply for and retain this position.
2. The ~~intermediate, junior-high~~ middle school and high school will each have a guidance/testing coordinator.
3. School Counselor/Testing Coordinators shall receive a stipend of 5% of the base salary.
4. School Counselor/Testing Coordinators will be paid an additional amount of 50 cents (.50) per student based on the October EMIS Building Enrollment Report head count.
5. Each building will be allocated \$1.50 per student based on the October EMIS Building Enrollment Report head count to be paid to individuals who assist in test administration. The allocation will be divided equally based on time worked.

I. Elementary Teacher-in-Charge

1. Prior to the start of each school year, the elementary principals shall submit a written plan to the Superintendent or his/her designee, outlining the procedures which will be followed when no principal(s) or administrative intern(s) are not in the building. In the event a building does not have an administrative intern, two (2) teachers may be designated as teacher-in charge. This plan must include an administrative designee who will be present in the building during the absence of the principal. The plan should be mutually developed and agreed upon by the principal and the administrative designee; the plan should include substitute provisions. Upon approval, the plan will be shared with all building

personnel.

2. If a teacher is appointed as the administrative designee, he/she will receive a stipend of \$1,175.00.

J. Intermediate Middle School Teacher-in-Charge

1. Prior to the start of each school year, the principals shall submit a written plan to the Assistant Superintendent or his/her designee, outlining the procedures, which will be followed if no principals and administrative interns are in the building. This plan must include a list of teachers in the building, with preference given to those who have the appropriate course work and/or an administrator's license, who have agreed to serve as an administrative designee and who will be present in the building during the absence of all administrative personnel. The plan should be mutually developed and agreed upon by the principal and the teachers who have agreed to serve; the plan should include substitute provisions. Upon approval, the plan will be shared with all building personnel.
2. If a teacher serves as the administrative designee, he/she will receive a stipend at the Staff Development rate for each hour of each school day served as an administrative designee.

ON BEHALF OF THE BEREA
BOARD OF EDUCATION:

Ana Chapman

Ana Chapman, President
Berea Board of Education

Michael Sheppard.

Michael R. Sheppard
Superintendent

Julia Lowe

Jill Rowe
Treasurer

Mike Slivochka

Michael W. Slivochka
Director of Personnel & Employee Relations

ON BEHALF OF THE BEREA
FEDERATION OF TEACHERS:

Brian Kessler

Brian Kessler, President
Berea Federation of Teachers

Ratified by the Berea Federation of Teachers

Date: September 24, 2018

Ratified by the Berea Board of Education

Date: September 24, 2018

MEMORANDUM OF UNDERSTANDING

Between the

BOARD OF EDUCATION of the BERE A CITY SCHOOL DISTRICT

and the

BEREA FEDERATION OF TEACHERS

ARTICLE XVII – Supplementals

- I. The Berea Federation of Teachers and the Berea City School District agree to replace the “Elementary Student Council” supplemental on p. 60 and p. 62 of contract with the “Safety Patrol Advisor” only for Grindstone Elementary for the 2017-2018 and 2018-2019 school years.

ON BEHALF OF THE BERE A
BOARD OF EDUCATION:

Ana Chapman

Ana Chapman, President
Berea Board of Education

Michael Sheppard

Michael R. Sheppard
Superintendent

[Signature]

Ryan Ghizzoni
Treasurer

Mike Slivochka

Michael W. Slivochka
Director of Personnel & Employee Relations

ON BEHALF OF THE BERE A
FEDERATION OF TEACHERS:

Brian J Kessler

Brian Kessler, President
Berea Federation of Teachers

Ratified by the Berea Federation of Teachers

Date: Apr 25, 2018

Ratified by the Berea Board of Education

Date: Apr 24, 2018