

**SUPPLEMENTAL CONTRACTS  
MEMORANDUM OF UNDERSTANDING**

**Between the**

**BOARD OF EDUCATION of the SHAKER HEIGHTS CITY SCHOOL DISTRICT**

**and the**

**SHAKER HEIGHTS TEACHERS' ASSOCIATION**

The Board of Education of the Shaker Heights City School District (the "Board") and the Shaker Heights Teachers' Association (the "SHTA") have previously entered into a collective bargaining agreement effective January 1, 2015 through December 31, 2017, known as the Agreement between the Shaker Heights Board of Education and Shaker Heights Teachers' Association (the "CBA").

Side Letter A of the CBA provided for Supplemental Contract Review Committees to recommend (1) procedures for posting and awarding supplemental contracts, (2) objective parameters by category, (3) job expectations for supplemental contracts by category, and (4) a self-evaluation tool to be completed annually for each supplemental contract holder.

This Memorandum of Understanding ("MOU") between the Board and the SHTA supplements the terms of the CBA with respect to Supplemental Contracts for Academic Leadership (i.e., department heads, mentors, etc.) and Athletics.

Specifically, ARTICLE XXIX-SUPPLEMENTAL CONTRACTS, Sections 29.04 and 29.05 of the CBA will be deleted and replaced with the following sections effective with the beginning of the 2016-17 contract year.

- 29.04 a. Supplemental contracts for those listed in 29.04(b) will be computed by multiplying the index figure shown in 29.04(b) times \$430.

Index

b.		
	Y-Modern Dance - H	8.5
	Y-Technical Stage - H	6.5
	Y-Modern Dance Assistant - H	6.5
	Y-Stage Supervisor - H & M	6.5
	Y-Marching Band Director - H	6.5
	Y-Musical Production	6.5
	Y-Yearbook Advisor, Newspaper Advisor – H	6.0
	Y-Debate Advisor - H	8.0
	Y-Computer - H & M	5.0
	Y-School Paper - M	4.5
	Y-Yearbook - M	4.5
	S-Pre-season Marching Band - H	4.5
	Y-A.F.S. Advisor	4.0

Y-Detentions - M	4.0
Y-Student Council - H, M & W	4.0
Y-Literary Magazine - H	4.0
Y-Debate Advisor Assistant - H	4.0
Y-Future Teachers Club H & M	4.0
Y-Yearbook Art Editor	3.5
Y-Marching Band Assistant - H	3.5
Y-Class Advisor - H	2.5
Y-Band Assistant - H	2.0
Y-Safety Patrol - E	1.0
Y-Student Council - E (exclude W)	2.0
Special Supplemental H & M (times the number of days per year)	0.1
Special Supplemental E (times the number of days per year)	.05

Y - Yearly  
S - Seasonal  
H - High School  
M - Middle School  
E - Elementary-All Schools  
W - Elementary-Woodbury

- c. The list of positions in 29.04(b) is not intended to be exhaustive and the special supplemental category is to be used for supplemental contracts where no specific listing is made.
  - d. The supplementals listed in 29.04 (b) above may be modified by mutual agreement of the SHTA and Board in accordance with side letter A related to the Supplemental Contract Review Committee.
  - e. The index values shown in 29.04(b) are based on a full season or year as applicable. Supplemental contracts for a partial season/year will be prorated.
- 29.05 a. Supplemental contracts for the following Academic Leadership and Athletic activities will be computed by multiplying the index figure shown in 29.05(b) and 29.05(c) times \$442 effective with the beginning of the 2016-17 contract year, and \$453 effective with the beginning of the 2017-18 contract year. The index values shown in 29.05(b) and 29.05(c) are based on a full season or year as applicable. Supplemental contracts for a partial season/year will be prorated.

## 29.05(b) NEW INDEX FOR ATHLETICS:

The index is based on 1% of the base pay and tied to the raises in the contract. The internal index is based any full time employee with the Shaker Heights City School District. The external index is based on all others that are not currently working full time with Shaker Heights City School District.

Pay schedule for all supplementals will be either ½ of the pay ½ way through their contract (season) or full pay at the end of their contract (season). All supplementals must be signed off by either the Athletic Director/Assistant Athletic Director or Principal prior to being paid to ensure the work has been completed.

### High School

#### Fall Athletics:

Sport	Internal	External
Football Head Coach	17	16
Football Assistant Coach - Varsity (6)	13	12
Football Assistant Coach - Freshman (3)	10	9
Soccer Head Coach Boys	14	13
Soccer Assistant Coach Boys(3)	10	9
Soccer Head Coach Girls	14	13
Soccer Assistant Coach Girls(3)	10	9
Field Hockey Head Coach	14	13
Field Hockey Assistant Coach (3)	10	9
Cross Country Head Coach (boys & girls)	14	13
Cross Country Asst. Coach - (boys & girls) Varsity (1)	8	7
Cross Country Asst. Coach -(boys & girls) JV (2)	3.5	2.5
Volleyball Head Coach	14	13
Volleyball Assistant Coach (3)	10	9
Tennis Head Coach Girls	10	9
Tennis Assistant Coach- Girls JV (1)	8	7
Fall Cheerleading Head Coach	8	7
Fall Cheerleading Asst. Coach - JV (1)	6	5
Golf Head Coach Boys	9.5	8.5
Golf JV Coach Boys	6	5
Golf Assistant Coach Boys	4	3
Golf Head Coach Girls	9.5	8.5

Golf JV Coach Girls	6	5
Golf Assistant Coach Girls	4	3

### Winter Athletics:

Sport	Internal	External
Basketball Head Coach Boys	15	14
Basketball Assistant Coach Boys(3)	11	10
Basketball Head Coach Girls	15	14
Basketball Assistant Coach Girls(3)	11	10
Wrestling Head Coach	15	14
Wrestling Assistant Coach (3)	10	9
Ice Hockey Head Coach	15	14
Ice Hockey JV Coach (1)	9	8
Ice Hockey Assistant Coach - (3)	7	6
Ice Hockey Goalie Coach - (1)	6	5
Winter Cheerleading Head Coach	8	7
Winter Cheerleading Asst. Coach - JV (1)	6	5
Swimming Head Coach (Oversees Girls and Boys)	17	16
Swimming Assistant Coach (Oversees Girls and Boys) (2)	10	9
Diving Coach	6	5

### Spring Athletics:

Sport	Internal	External
Tennis Head Coach Boys	10	9
Tennis Assistant Coach -Boys JV (1)	8	7
Baseball Head Coach	14	13
Baseball Assistant Coach (3)	10	9
Softball Head Coach	14	13
Softball Assistant Coach (2)	10	9
Track Head Coach Boys (includes indoor)	15	14
Track Head Coach Girls (includes indoor)	15	14
Track Asst. Coach (Oversees Girls and Boys) (includes indoor)(3)	9.5	8.5
Track Asst. Coach(Oversees Girls and Boys) (3)	8	7
Lacrosse Head Coach Boys	14	13
Lacrosse Assistant Coach Boys (3)	9	8
Lacrosse Head Coach Girls	14	13
Lacrosse Assistant Coach Girls (3)	9	8
Crew Head Coach Boys (includes all	8	7

seasons)		
Crew Asst. Coach Boys (includes all seasons)	6	5
Crew Head Coach Girls (includes all seasons)	8	7
Crew Asst. Coach Girls (includes all seasons)	6	5
Rugby Head Coach Boys	3.5	2.5
Rugby Head Coach Girls	3.5	2.5
Fencing Head Coach	8	7

Others:

Sport	Internal	External
HS Equipment Manager (Fall)	6.5	5.5
HS Equipment Manager (Winter)	6.5	5.5
HS Equipment Manager (Spring)	6.5	5.5
HS Equipment Manager (Summer)	5.5	4.5
HS Strength and Conditioning Coach (Fall)	6.5	5.5
HS Strength and Conditioning Coach (Winter)	6.5	5.5
HS Strength and Conditioning Coach (Spring)	5.5	4.5
HS Strength and Conditioning Coach (Summer)	3.5	2.5

## Middle School

Fall Athletics:

Sport	Internal	External
Football Head Coach	11.5	10.5
Football Assistant Coaches (4)	10	9
Volleyball Head Coach	9	8
Boys Cross Country Head Coach	9	8
Girls Cross Country Head Coach	9	8
Field Hockey Head Coach	9	8
Soccer Head Coach Boys	9	8
Soccer Assistant Coach Boys	8	7
Soccer Head Coach Girls	9	8
Soccer Assistant Coach Girls	8	7
Tennis Head Coach Girls	8.5	7.5
Fall Cheerleading Head Coach	6	5
Fall Cheerleading Assistant Coach	4	3

### Winter Athletics:

Sport	Internal	External
Basketball Head Coach Boys (2)	10	9
Basketball Head Coach Girls(2)	10	9
Swimming Head Coach Boys	9	8
Swimming Head Coach Girls	9	8
Swimming Assistant Coach (oversees Boys and Girls)	7.5	6.5
Wrestling Head Coach	9.5	8.5
Wrestling Assistant Coach	7.5	6.5
Winter Cheerleading Head Coach	6	5
Winter Cheerleading Assistant Coach	4	3

### Spring Athletics:

Sport	Internal	External
Track Head Coach Boys	9.5	8.5
Track Assistant Coach Boys	8	7
Track Head Coach Girls	9.5	8.5
Track Assistant Coach Girls	8	7
Lacrosse Head Coach Boys	9	8
Lacrosse Assistant Coach Boys	8	7
Lacrosse Head Coach Girls	9	8
Lacrosse Assistant Coach Girls	8	7
Baseball Head Coach	9	8
Baseball Assistant Coach	8	7
Softball Head Coach	9	8
Softball Assistant Coach	8	7
Tennis Head Coach Boys	8.5	7.5

### Clubs:

Club	Internal	External
Golf	2	N/A
Head Ski Advisor	3.5	3.0
Assistant Ski Advisors (4)	2	1.5
Weight Training (open gym)	2.5	N/A
Weight Training (weight room)	2.5	N/A
Locker Room Supervisor	4.5	N/A

**HS and MS Athletic Directors/Managers/Advisors:**

School	Internal
High School Asst. Athletic Director (1)	34
Academic Athletic Advisor (1)	11
Middle School Athletic Manager (1)	22

**High School Athletic Director (1)**

Years	0	1	2	4	6
Index	48	50	52	54	56

High School Athletic Director (1) will either be on an Administrative contract or on a Teaching Contract with the above supplemental and full release time. The High School Assistant Athletic Director will have 3 release periods per day. They will both oversee the Middle School Athletics. The Middle School will have an Athletic Manager, with 1 release period per day or two release days per quarter, to assist the Athletic Director and Assistant Athletic Director.

**NOTE:** No Athletic Director, Assistant Athletic Director or Athletic Manager will be allowed to coach while they are in that position.

**APPENDIX A:**

**School year 2016/2017 - 1% of base salary = \$442**

High School Fall Athletics:

Sport	Internal	External
Football Head Coach	17 \$7514	16 \$7072
Football Assistant Coach - Varsity (6)	13 \$5746	12 \$5304
Football Assistant Coach - Freshman (3)	10 \$4420	9 \$3978
Soccer Head Coach Boys	14 \$6188	13 \$5746
Soccer Assistant Coach Boys(3)	10 \$4420	9 \$3978

Soccer Head Coach Girls	14 \$6188	13 \$5746
Soccer Assistant Coach Girls(3)	10 \$4420	9 \$3978
Field Hockey Head Coach	14 \$6188	13 \$5746
Field Hockey Assistant Coach (3)	10 \$4420	9 \$3978
Cross Country Head Coach (boys & girls)	14 \$6188	13 \$5746
Cross Country Asst. Coach - (boys & girls) Varsity (1)	8 \$3536	7 \$3094
Cross Country Asst. Coach -(boys & girls) JV (2)	3.5 \$1547	2.5 \$1105
Volleyball Head Coach	14 \$6188	13 \$5746
Volleyball Assistant Coach (3)	10 \$4420	9 \$3978
Tennis Head Coach Girls	10 \$4420	9 \$3978
Tennis Assistant Coach- Girls JV (1)	8 \$3536	7 \$3094
Fall Cheerleading Head Coach	8 \$3536	7 \$3094
Fall Cheerleading Asst. Coach - JV (1)	6 \$2652	5 \$2210
Golf Head Coach Boys	9.5 \$4199	8.5 \$3757
Golf JV Coach Boys	6 \$2652	5 \$2210
Golf Assistant Coach Boys	4 \$1768	3 \$1326
Golf Head Coach Girls	9.5 \$4199	8.5 \$3757
Golf JV Coach Girls	6 \$2652	5 \$2210
Golf Assistant Coach Girls	4 \$1768	3 \$1326



**APPENDIX B:****School year 2016/2017 – 1% of base salary = \$442**

High School Winter Athletics:

Sport	Internal	External
Basketball Head Coach Boys	15 \$6630	14 \$6188
Basketball Assistant Coach Boys(3)	11 \$4862	10 \$4420
Basketball Head Coach Girls	15 \$6630	14 \$6188
Basketball Assistant Coach Girls(3)	11 \$4862	10 \$4420
Wrestling Head Coach	15 \$6630	14 \$6188
Wrestling Assistant Coach (3)	10 \$4420	9 \$3978
Ice Hockey Head Coach	15 \$6630	14 \$6188
Ice Hockey JV Coach (1)	9 \$3978	8 \$3536
Ice Hockey Assistant Coach - (3)	7 \$3094	6 \$2652
Ice Hockey Goalie Coach - (1)	6 \$2652	5 \$2210
Winter Cheerleading Head Coach	8 \$3536	7 \$3094
Winter Cheerleading Asst. Coach - JV (1)	6 \$2652	5 \$2210
Swimming Head Coach (Oversees Girls and Boys)	17 \$7514	16 \$7072
Swimming Assistant Coach (Oversees Girls and Boys) (2)	10 \$4420	9 \$3978
Diving Coach	6 \$2652	5 \$2210

**APPENDIX C:****School year 2016/2017 – 1% of base salary = \$442**

High School Spring Athletics:

Sport	Internal	External
Tennis Head Coach Boys	10 \$4420	9 \$3978

Tennis Assistant Coach -Boys JV (1)	8 \$3536	7 \$3094
Baseball Head Coach	14 \$6188	13 \$5746
Baseball Assistant Coach (3)	10 \$4420	9 \$3978
Softball Head Coach	14 \$6188	13 \$5746
Softball Assistant Coach (2)	10 \$4420	9 \$3978
Track Head Coach Boys (includes indoor)	15 \$6630	14 \$6188
Track Head Coach Girls (includes indoor)	15 \$6630	14 \$6188
Track Asst. Coach (Oversees Girls and Boys) (includes indoor)(3)	9.5 \$4199	8.5 \$3757
Track Asst. Coach(Oversees Girls and Boys) (3)	8 \$3536	7 \$3094
Lacrosse Head Coach Boys	14 \$6188	13 \$5746
Lacrosse Assistant Coach Boys (3)	9 \$3978	8 \$3536
Lacrosse Head Coach Girls	14 \$6188	13 \$5746
Lacrosse Assistant Coach Girls (3)	9 \$3978	8 \$3536
Crew Head Coach Boys (includes all seasons)	8 \$3536	7 \$3094
Crew Asst. Coach Boys (includes all seasons)	6 \$2652	5 \$2210
Crew Head Coach Girls (includes all seasons)	8 \$3536	7 \$3094
Crew Asst. Coach Girls (includes all seasons)	6 \$2652	5 \$2210
Rugby Head Coach Boys	3.5 \$1547	2.5 \$1105
Rugby Head Coach Girls	3.5 \$1547	2.5 \$1105
Fencing Head Coach	8 \$3536	7 \$3094

**APPENDIX D:****School year 2016/2017 – 1% of base salary = \$442**

High School Others:

Sport	Internal	External
HS Equipment Manager (Fall)	6.5 \$2873	5.5 \$2431
HS Equipment Manager (Winter)	6.5 \$2873	5.5 \$2431
HS Equipment Manager (Spring)	6.5 \$2873	5.5 \$2431
HS Equipment Manager (Summer)	5.5 \$2431	4.5 \$1989
HS Strength and Conditioning Coach (Fall)	6.5 \$2873	5.5 \$2431
HS Strength and Conditioning Coach (Winter)	6.5 \$2873	5.5 \$2431
HS Strength and Conditioning Coach (Spring)	5.5 \$2431	4.5 \$1989
HS Strength and Conditioning Coach (Summer)	3.5 \$1547	2.5 \$1105

**APPENDIX E:****School year 2016/2017 – 1% of base salary = \$442**

Middle School Fall Athletics:

Sport	Internal	External
Football Head Coach	11.5 \$5083	10.5 \$4641
Football Assistant Coaches (4)	10 \$4420	9 \$3978
Volleyball Head Coach	9 \$3978	8 \$3536
Boys Cross Country Head Coach	9 \$3978	8 \$3536
Girls Cross Country Head Coach	9 \$3978	8 \$3536
Field Hockey Head Coach	9 \$3978	8 \$3536
Soccer Head Coach Boys	9 \$3978	8 \$3536

Soccer Assistant Coach Boys	8 \$3536	7 \$3094
Soccer Head Coach Girls	9 \$3978	8 \$3536
Soccer Assistant Coach Girls	8 \$3536	7 \$3094
Tennis Head Coach Girls	8.5 \$3757	7.5 \$3315
Fall Cheerleading Head Coach	6 \$2652	5 \$2210
Fall Cheerleading Assistant Coach	4 \$1768	3 \$1326

**APPENDIX F:**

**School year 2016/2017 – 1% of base salary = \$442**

Middle School Winter Athletics:

Sport	Internal	External
Basketball Head Coach Boys (2)	10 \$4420	9 \$3978
Basketball Head Coach Girls(2)	10 \$4420	9 \$3978
Swimming Head Coach Boys	9 \$3978	8 \$3536
Swimming Head Coach Girls	9 \$3978	8 \$3536
Swimming Assistant Coach (oversees Boys and Girls)	7.5 \$3315	6.5 \$2873
Wrestling Head Coach	9.5 \$4199	8.5 \$3757
Wrestling Assistant Coach	7.5 \$3315	6.5 \$2873
Winter Cheerleading Head Coach	6 \$2652	5 \$2210
Winter Cheerleading Assistant Coach	4 \$1768	3 \$1326

**APPENDIX G:**

**School year 2016/2017 – 1% of base salary = \$442**

Middle School Spring Athletics:

Sport	Internal	External
Track Head Coach Boys	9.5 \$4199	8.5 \$3757

Track Assistant Coach Boys	8 \$3536	7 \$3094
Track Head Coach Girls	9.5 \$4199	8.5 \$3757
Track Assistant Coach Girls	8 \$3536	7 \$3094
Lacrosse Head Coach Boys	9 \$3978	8 \$3536
Lacrosse Assistant Coach Boys	8 \$3536	7 \$3094
Lacrosse Head Coach Girls	9 \$3978	8 \$3536
Lacrosse Assistant Coach Girls	8 \$3536	7 \$3094
Baseball Head Coach	9 \$3978	8 \$3536
Baseball Assistant Coach	8 \$3536	7 \$3094
Softball Head Coach	9 \$3978	8 \$3536
Softball Assistant Coach	8 \$3536	7 \$3094
Tennis Head Coach Boys	8.5 \$3757	7.5 \$3315

**APPENDIX H:**

**School year 2016/2017 – 1% of base salary = \$442**

Middle School Clubs:

Club	Internal	External
Golf	2 \$884	N/A
Head Ski Advisor	3.5 \$1547	3.0 \$1326
Assistant Ski Advisors (4)	2 \$884	1.5 \$663
Weight Training (open gym)	2.5 41105	N/A
Weight Training (weight room)	2.5 \$1105	N/A
Locker Room Supervisor	4.5 \$1989	N/A

**APPENDIX I:**

**School year 2016/2017 – 1% of base salary = \$442**

**Assistant Athletic Director/Athletic Manager:**

School	Internal	External
High School Asst. Athletic Director (1)	34 \$15,028	N/A
Academic Athletic Advisor (1)	11 \$4862	N/A
Middle School Athletic Manager (1)	22 \$9724	N/A

**APPENDIX J:**

**School year 2016/2017 – 1% of base salary = \$442**

**High School Athletic Director (1)**

Years	0	1	2	4	6
Index	48 \$21,216	50 \$22,100	52 \$22,984	54 \$23,868	56 \$24,752

## 29.05(c) NEW INDEX FOR ACADEMIC LEADERSHIP:

### DEPARTMENT CHAIRS:

The index is based on 1% of the base pay and tied to the raises in the contract. Current years of experience in this role will be recognized according to the new index.

#### Department Chairs:

Department Size	Years:	0	1	2	3	4
15 or more		13	13.5	14	15	16
7-14		9	9.5	10	11	12
2-6		5	5.5	6	7	8

### High School Department Chairs:

In addition to the above supplemental compensation, two release periods will be provided for departments with 7 or more people and one release period will be provided for departments with less than 7 people. If a department chair gives up a release period in order to teach an extra class, he/she will be compensated \$7,000 for that time. This should be reevaluated each year. This only applies to department chairs with two release periods.

### Middle School:

In addition to the above supplemental compensation, the department chairs will be provided up to two mutually agreed upon between the principal and department chair release days per quarter. Due to the added responsibilities of the special education department, the department chair will receive one release period per day in lieu of the release days per quarter.

### Woodbury Department Chairs:

In addition to the above supplemental compensation, the special education department chair will be provided one release period per day.

### REQUIREMENTS:

Department Chairs should have three years teaching experience within the Shaker School District. This experience can be non-continuous. The Department Chair term will be 5 years.

### LEAD MENTORS AND LEAD RESIDENT EDUCATOR MENTORS:

The index is based on 1% of the base pay and tied to the raises in the contract. Current years of experience in this role will be recognized according to the new index.

Years:	0	1	2	3	4
Index:	7	7.5	8	8.5	9

**NEW INDEX FOR DISTRICT LIAISONS:**

The index is based on 1% of the base pay and tied to the raises in the contract. The liaison positions, job descriptions and supplemental contracts will be re-evaluated in conjunction with the new curriculum director.

**NEW INDEX FOR PEER EVALUATOR COORDINATOR:**

The index is based on 1% of the base pay and tied to the raises in the contract. Current years of experience in this role will be recognized according to the new index.

Years:	0	1	2	3	4
Index:	7	7.5	8	8.5	9

**NEW INDEX FOR RESIDENT EDUCATOR MENTORS**

The index is based on 1% of the base pay and tied to the raises in the contract. Based on requirements from the ODE, which differ from year one to year two, the following pay structure has been created.

RE Year1	RE Year 2
2	1.5

**NEW INDEX FOR SHAKER MENTORS:**

The index is based on 1% of the base pay and tied to the raises in the contract. Due to the one year commitment, the following flat rate will apply:

Annual Index
4

**NEW INDEX FOR TEACHER IN CHARGE:**

(K-4 buildings except for Lomond)

Flat rate per day
\$100

**NEW INDEX FOR Teacher Based Team (TBT) LEADERS:**

The index is based on 1% of the base pay and tied to the raises in the contract.

Annual Index
1



**APPENDIX A:**

**Department Chair**

School year 2016/2017 – 1% of base salary = \$442

Department Size	Years:	0	1	2	3	4
15 or more		13	13.5	14	15	16
		\$5746	\$5967	\$6188	\$6630	\$7072
7-14		9	9.5	10	11	12
		\$3978	\$4199	\$4420	\$4862	\$5304
2-6		5	5.5	6	7	8
		\$2210	\$2431	\$2652	\$3094	\$3536

**APPENDIX B:**

**Lead Mentors and Lead Resident Educator Mentor**

School year 2016/2017 – 1% of base salary = \$442

Years:	0	1	2	3	4
	8	8.5	9	9.5	10
	\$3536	\$3757	\$3978	\$4199	\$4420

**APPENDIX C:**

**Peer Evaluator Coordinator**

School year 2016/2017 – 1% of base salary = \$442

Years:	0	1	2	3	4
	9	9.5	10	11	12
	\$3978	\$4199	\$4420	\$4862	\$5304

**APPENDIX D:**

**Resident Educator Mentors**

School year 2016/2017 – 1% of base salary = \$442

RE Year1	RE Year 2
2	1.5
\$884	\$663

**APPENDIX E:**

**Shaker Mentors**


School year 2016/2017 – 1% of base salary = \$442

Annual Index
4
\$1768

This MOU amends the 2015-2017 CBA.

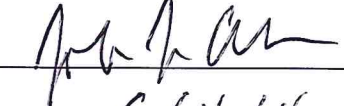
**SHAKER HEIGHTS CITY SCHOOL DISTRICT  
BOARD OF EDUCATION**

By , President

By , Superintendent  
Benjamin C. Christman Treasurer

Date: 6/14/16

**SHAKER HEIGHTS TEACHERS' ASSOCIATION**

By , President

Date: 9/16/16