

MEMORANDUM OF AGREEMENT

WHEREAS, the Miami Trace Local School District Board of Education (the "Board") and the Miami Trace Education Association (the "Association") are Parties to a collective bargaining agreement ("Agreement") effective July 1, 2021 through June 30, 2023 and recently adopted updates to the Agreement effective July 1, 2023 through June 30, 2025; and

WHEREAS, the parties wish to clarify their agreement regarding the operative supplemental salary schedules that apply for the Agreement effective July 1, 2023 through June 30, 2025.

NOW, THEREFORE, to memorialize the clarifications identified above, the Parties agree as follows:

1. EXHIBIT G REVISED, attached hereto, shall be the operative supplemental salary schedule effective for the 2023-2024 school year.
2. EXHIBIT H REVISED, attached hereto, shall be the operative supplemental salary schedule effective for the 2024-2025 school year.

SO AGREED:

Miami Trace Board of Education:



David Miller, Board President

5/15/2023

Date

Miami Trace Education Association:



Melissa Steele, MTEA President

5/14/23

Date

EXHIBIT G

MIAMI TRACE LOCAL SCHOOL DISTRICT
SUPPLEMENTAL SALARY SCHEDULE July 1, 2023 through June 30, 2024
Supplemental Index Factor: \$36,031

EXPERIENCE	0	1-2	3-4	5+
LEVEL I	\$ 5,729	\$ 6,774	\$ 7,386	\$ 8,215
	0.159	0.188	0.205	0.228
Assistant HS Athletic Director				
Strength & Conditioning Coach				
Head Football Coach				
Head Basketball Coach (Boys-1, Girls-1)				
Head Wrestling Coach				
Marching Band Director				
Multi-Media Director				
LEVEL II	\$ 4,324	\$ 4,612	\$ 4,900	\$ 5,189
	0.12	0.128	0.136	0.144
Head Baseball Coach				
Head Soccer Coach (Boys-1, Girls-1)				
Head Softball Coach				
Head Track Coach (Boys-1, Girls-1)				
Head Volleyball Coach				
LEVEL III	\$ 3,387	\$ 3,675	\$ 3,963	\$ 4,252
	0.094	0.102	0.11	0.118
Head Bowling Coach (Boys - 1, Girls - 1)				
Head Swim Coach				
Head Gymnastics Coach				
Head Cross Country Coach				
Head Golf Coach (Boys - 1, Girls - 1)				
Head Tennis Coach (Boys - 1, Girls - 1)				
Head Cheerleader Coach (Fall - 1, Winter - 1)				
Assistant Strength & Conditioning Coach				
Assistant HS Basketball Coach (Boys -1, Girls - 1)				
Assistant HS Football Coach (6)				
Assistant HS Wrestling Coach (2)				
Football Equipment Manager				
Jr. Varsity Basketball Coach (Boys - 1, Girls - 1)				
Assistant Marching Band Director				
HS Musical Director				

EXHIBIT G

MIAMI TRACE LOCAL SCHOOL DISTRICT
SUPPLEMENTAL SALARY SCHEDULE July 1, 2023 through June 30, 2024
Supplemental Index Factor: \$36,031

EXPERIENCE	0	1-2	3-4	5+
LEVEL IV	\$ 2,919	\$ 3,207	\$ 3,495	\$ 3,783
	0.081	0.089	0.097	0.105
Freshman Football Coach				
Freshman Basketball Coach (Boys - 1, Girls - 1)				
Assistant HS Baseball Coach				
Assistant HS Softball Coach				
Assistant HS Soccer Coach (Boys -1, Girls -1)				
Assistant HS Track Coach (3)				
Jr. Varsity Baseball Coach				
Jr. Varsity Softball Coach				
Assistant HS Volleyball Coach				
Yearbook Advisor				
Assistant Multi-Media Director				
LEVEL V	\$ 1,946	\$ 2,234	\$ 2,522	\$ 2,810
	0.054	0.062	0.07	0.078
K-8 ELA/Math Grade Level Leaders (18)				
HS Department Chairpersons - English, Math, Social Studies, Science (1 per subject)				
Head Jr. High Football Coach				
7th Grade Basketball Coach (Boys - 1, Girls - 1)				
8th Grade Basketball Coach (Boys - 1, Girls - 1)				
Head Jr. High Wrestling Coach				
Freshman Volleyball Coach				
Assistant Yearbook Advisor				
Class Play Advisor				
Instrumental Music Director				
Vocal Music Director				

EXHIBIT G

MIAMI TRACE LOCAL SCHOOL DISTRICT
SUPPLEMENTAL SALARY SCHEDULE July 1, 2023 through June 30, 2024
Supplemental Index Factor: \$36,031

EXPERIENCE	0	1-2	3-4	5+
LEVEL VI	\$ 1,477	\$ 1,766	\$ 2,054	\$ 2,342
	0.041	0.049	0.057	0.065
Elementary Science, Social Studies Building Leaders (1 per subject)				
MS Science, Social Studies Building Leaders (1 per subject)				
Elementary Specials Leader				
Special Education Building Leaders (3)				
Assistant Freshman Football Coach				
Head Jr. High Track Coach				
Assistant Jr. High Wrestling Coach				
7th Jr. High Volleyball Coach				
8th Jr. High Volleyball Coach				
Jr. High Soccer Coach (Boys - 1, Girls - 1)				
Jr. High Cross Country Coach				
Jr. High Cheerleader Coach (Fall - 1, Winter - 1)				
Assistant Jr. High Football Coach (4)				
Assistant HS Cheerleader Coach (Fall - 1, Winter - 1)				
Senior Class Advisor				
National Honors Society (NHS) Advisor				
Marching Band Technicians (3)				
MS Musical Director				
LEVEL VII	\$ 1,081	\$ 1,369	\$ 1,657	\$ 1,874
	0.03	0.038	0.046	0.052
Assistant Golf Coach (Boys - 1, Girls - 1)				
Assistant Swim Coach				
Assistant Jr. High Track Coach (4)				
7th Grade Baseball Coach				
8th Grade Baseball Coach				
7th Grade Softball Coach				
8th Grade Softball Coach				
Building Level Student Government (1 per building)				
Academic Team Competition Advisor				
Prom Advisor (2)				
Assistant HS Musical Director				
Assistant MS Athletic Director				

EXHIBIT G

MIAMI TRACE LOCAL SCHOOL DISTRICT
SUPPLEMENTAL SALARY SCHEDULE July 1, 2023 through June 30, 2024
Supplemental Index Factor: \$36,031

EXPERIENCE	0	1-2	3-4	5+
LEVEL VIII	\$ 757	\$ 1,045	\$ 1,333	\$ 1,621
	0.021	0.029	0.037	0.045
HS Department Chairpersons - Health/PE (1), World Language (1)				
Resident Educator Mentor (REM)				
Mock Trial Advisor				
MS Instrumental Director				
MS Vocal Director				
Assistant HS Instrumental Director				
Assistant HS Class Play Advisor				
LEVEL IX	\$ 360	\$ 649	\$ 937	\$ 1,225
	0.01	0.018	0.026	0.034
Non-Resident Educator Mentor				
HS Extended Day Monitor				
American Field Service (AFS) Advisor				
Art Club Advisor				
Dramatic Arts Advisor				
French Club Advisor				
HS Class Advisor (Freshman - 1, Sophomore - 1, Junior -1)				
Key Club Advisor				
MS Book Club Advisor				
Science Club Advisor				
Spanish Club Advisor				
Elementary Vocal Music Director (2)				
Assistant MS Musical Director				

EXHIBIT H

MIAMI TRACE LOCAL SCHOOL DISTRICT
SUPPLEMENTAL SALARY SCHEDULE July 1, 2024 through June 30, 2025
Supplemental Index Factor: \$36,211

EXPERIENCE	0	1-2	3-4	5+
LEVEL I	\$ 5,758	\$ 6,808	\$ 7,423	\$ 8,256
	0.159	0.188	0.205	0.228
Assistant HS Athletic Director				
Strength & Conditioning Coach				
Head Football Coach				
Head Basketball Coach (Boys-1, Girls-1)				
Head Wrestling Coach				
Marching Band Director				
Multi-Media Director				
LEVEL II	\$ 4,345	\$ 4,635	\$ 4,925	\$ 5,214
	0.12	0.128	0.136	0.144
Head Baseball Coach				
Head Soccer Coach (Boys-1, Girls-1)				
Head Softball Coach				
Head Track Coach (Boys-1, Girls-1)				
Head Volleyball Coach				
LEVEL III	\$ 3,404	\$ 3,694	\$ 3,983	\$ 4,273
	0.094	0.102	0.11	0.118
Head Bowling Coach (Boys - 1, Girls - 1)				
Head Swim Coach				
Head Gymnastics Coach				
Head Cross Country Coach				
Head Golf Coach (Boys - 1, Girls - 1)				
Head Tennis Coach (Boys - 1, Girls - 1)				
Head Cheerleader Coach (Fall - 1, Winter - 1)				
Assistant Strength & Conditioning Coach				
Assistant HS Basketball Coach (Boys -1, Girls - 1)				
Assistant HS Football Coach (6)				
Assistant HS Wrestling Coach (2)				
Football Equipment Manager				
Jr. Varsity Basketball Coach (Boys - 1, Girls - 1)				
Assistant Marching Band Director				
HS Musical Director				

MIAMI TRACE LOCAL SCHOOL DISTRICT
SUPPLEMENTAL SALARY SCHEDULE July 1, 2024 through June 30, 2025
Supplemental Index Factor: \$36,211

EXPERIENCE	0	1-2	3-4	5+
LEVEL IV	\$ 2,933	\$ 3,223	\$ 3,512	\$ 3,802
	0.081	0.089	0.097	0.105
Freshman Football Coach				
Freshman Basketball Coach (Boys - 1, Girls - 1)				
Assistant HS Baseball Coach				
Assistant HS Softball Coach				
Assistant HS Soccer Coach (Boys -1, Girls -1)				
Assistant HS Track Coach (3)				
Jr. Varsity Baseball Coach				
Jr. Varsity Softball Coach				
Assistant HS Volleyball Coach				
Yearbook Advisor				
Assistant Multi-Media Director				
LEVEL V	\$ 1,955	\$ 2,245	\$ 2,535	\$ 2,824
	0.054	0.062	0.07	0.078
K-8 ELA/Math Grade Level Leaders (18)				
HS Department Chairpersons - English, Math, Social Studies, Science (1 per subject)				
Head Jr. High Football Coach				
7th Grade Basketball Coach (Boys - 1, Girls - 1)				
8th Grade Basketball Coach (Boys - 1, Girls - 1)				
Head Jr. High Wrestling Coach				
Freshman Volleyball Coach				
Assistant Yearbook Advisor				
Class Play Advisor				
Instrumental Music Director				
Vocal Music Director				

MIAMI TRACE LOCAL SCHOOL DISTRICT
SUPPLEMENTAL SALARY SCHEDULE July 1, 2024 through June 30, 2025
Supplemental Index Factor: \$36,211

EXPERIENCE	0	1-2	3-4	5+
LEVEL VI	\$ 1,485	\$ 1,774	\$ 2,064	\$ 2,354
	0.041	0.049	0.057	0.065
Elementary Science, Social Studies Building Leaders (1 per subject)				
MS Science, Social Studies Building Leaders (1 per subject)				
Elementary Specials Leader				
Special Education Building Leaders (3)				
Assistant Freshman Football Coach				
Head Jr. High Track Coach				
Assistant Jr. High Wrestling Coach				
7th Jr. High Volleyball Coach				
8th Jr. High Volleyball Coach				
Jr. High Soccer Coach (Boys - 1, Girls - 1)				
Jr. High Cross Country Coach				
Jr. High Cheerleader Coach (Fall - 1, Winter - 1)				
Assistant Jr. High Football Coach (4)				
Assistant HS Cheerleader Coach (Fall - 1, Winter - 1)				
Senior Class Advisor				
National Honors Society (NHS) Advisor				
Marching Band Technicians (3)				
MS Musical Director				
LEVEL VII	\$ 1,086	\$ 1,376	\$ 1,666	\$ 1,883
	0.03	0.038	0.046	0.052
Assistant Golf Coach (Boys - 1, Girls - 1)				
Assistant Swim Coach				
Assistant Jr. High Track Coach (4)				
7th Grade Baseball Coach				
8th Grade Baseball Coach				
7th Grade Softball Coach				
8th Grade Softball Coach				
Building Level Student Government (1 per building)				
Academic Team Competition Advisor				
Prom Advisor (2)				
Assistant HS Musical Director				
Assistant MS Athletic Director				

EXHIBIT H

MIAMI TRACE LOCAL SCHOOL DISTRICT
SUPPLEMENTAL SALARY SCHEDULE July 1, 2024 through June 30, 2025
Supplemental Index Factor: \$36,211

EXPERIENCE	0	1-2	3-4	5+
LEVEL VIII	\$ 760	\$ 1,050	\$ 1,340	\$ 1,630
	0.021	0.029	0.037	0.045
HS Department Chairpersons - Health/PE (1), World Language (1)				
Resident Educator Mentor (REM)				
Mock Trial Advisor				
MS Instrumental Director				
MS Vocal Director				
Assistant HS Instrumental Director				
Assistant HS Class Play Advisor				
LEVEL IX	\$ 362	\$ 652	\$ 941	\$ 1,231
	0.01	0.018	0.026	0.034
Non-Resident Educator Mentor				
HS Extended Day Monitor				
American Field Service (AFS) Advisor				
Art Club Advisor				
Dramatic Arts Advisor				
French Club Advisor				
HS Class Advisor (Freshman - 1, Sophomore - 1, Junior -1)				
Key Club Advisor				
MS Book Club Advisor				
Science Club Advisor				
Spanish Club Advisor				
Elementary Vocal Music Director (2)				
Assistant MS Musical Director				