

## MEMORANDUM OF UNDERSTANDING

Between

The Board of Education, Stark County CUSD #100

And

The Stark County Teachers Association

This Memorandum of Understanding (MOU) is entered into by the Board of Education of the Stark County CUSD #100 and the Stark County Teachers Association pursuant to an addendum to the 2022 – 2025 Collective Bargaining Agreement in relation to the extracurricular stipend schedule.

All elements of the Memorandum of Understanding will expire on June 30, 2025.

1. **Instructional Coach:** A faculty member represented in the Collective Bargaining Agreement placed in the role of an Instructional Coach will receive a stipend of \$5,000 for the 2024-25 school year. The stipend is based on the following formula:

$$40 \text{ weeks} \times 5 \text{ hours/week} \times \$25/\text{hour} = \$5,000.00$$

Stipends will be paid in two installments of \$2,500.00 by December 1 and May 1 of the fiscal year.

2. **Professional Learning Communities Support:** A faculty member represented in the Collective Bargaining Agreement placed in an administrative support role assisting in the development and facilitation of Professional Learning Communities for the 2024-25 school year will receive a stipend of \$1,500 per semester based on the following formula:

$$20 \text{ weeks} \times 3 \text{ hours/week} \times \$25/\text{hour} = \$1,500.00$$

3. **Teacher Mentoring Program:** A \$1,500.00 stipend for select Teacher Mentors will be added to the "Extra Duty Schedule" selected in conjunction with the Stark County Guiding Coalition and building administration for the 2024-25 school year as participants in the Teacher Mentoring Program. The stipend will be paid in two installments of \$750.00 by December 1 and May 1 based on evidence of completion of set teacher mentoring criteria established by the Stark County Guiding Coalition.
4. **Health Insurance Board Contribution:** The Stark County CUSD #100 Board of Education will increase the board contribution for health insurance coverage to \$9219.48 for the 2024-25 school year.

5. **eSports Advisor and Junior High Speech Stipend:** After the Pilot Year in 2023-24 for the implementation of eSports as an IHSA Activity, and Junior High Speech, a stipend will be added as follows, beginning in the 2024-25 school year:

Year	1	2	3	
	1190	1430	1627	w/o TRS
	1309	1571	1787	w/TRS
JH Asst Track				
JH Scholastic				
Class Advisor				
Prom Advisor				
eSports Advisor				
JH Speech				

Dated this 19th of August, 2024

**FOR THE UNION:**

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Kaleena Conrad  
 Stark County Teachers Association  
 President

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Jade Noard  
 Stark County Teachers Association  
 Representative

**FOR THE DISTRICT:**

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Ann Orwig  
 President, Board of Education

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Brett M. Elliott  
 Superintendent of Schools