



DISTRICT ADMINISTRATIVE OFFICE

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MEMORANDUM OF UNDERSTANDING

between

The Big Walnut Local Board of Education and the Big Walnut Education Association

RE: 2020-2021 Supplementals Due to COVID-19

DATE: July 1, 2020

The Big Walnut Education Association (Association) and the Big Walnut Local Board of Education (Board) agree that Article XXVI - Supplemental Salary will be revised as below for the 2020-2021 school year, due to the COVID-19 pandemic and any potential school building closures or cancellation of activities.

- For the purposes of this MOU, an athletic team's season "start date" is established by the Ohio High School Athletic Association (OHSAA).
- For the purposes of this MOU, the start date of the season for marching band is the first day of band camp, as established by the band director.
- For the purposes of this MOU, the "training period" shall be defined as the optional period of time from June 1, 2020, when training sessions are held, until the first practice of a team's season (defined by OHSAA).
- Any coach approved by the Board of Education for an athletic supplemental contract for the 2020-21 school year who conducts skills training sessions during the training period will receive the following percentage of their athletic supplemental contract for skills training organization and preparation if the season is cancelled prior to its start date:
 - 1-14 days of training: 10% of contract
 - 15+ days of training: 25% of contract
 - Coaches shall document the dates and times that they run training sessions and submit this documentation to the Athletic Director if the team's season is cancelled prior to its start.
- Coaches who do not run skills training during their sport's training period will not receive any portion of their athletic supplemental contract if the season is cancelled prior to its start date.
- If the marching band season is cancelled prior to its start date, the marching band director and all other marching band advisors will receive 25% of the supplemental contract pay for organization

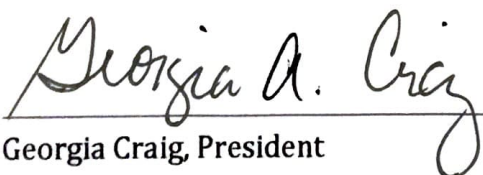
and preparation, given that such preparation is documented and provided to the building principal if the marching band season is cancelled.

- If the coach's athletic practices and games never take place, due to an order by the Governor or Director of Health, or any other federal, state or local prohibition, then the coach will not receive any pay for the 2020-21 season beyond that specified above.
- If practices begin for a team's 2020-21 season but no games are played, then the coach(es) for that team will earn fifty percent (50%) of their athletic supplemental contracts.
- If at least the first game of a team's season is played, the coach(es) shall earn seventy-five percent (75%) of their athletic supplemental contract.
- If the first game of the second half of a team's season (as determined by the Athletic Director) is played, the coach(es) shall earn the remaining portion of their athletic supplemental contract.
- Due to the COVID-19 pandemic, for the 2020-21 school year, all coaching supplementals will be paid out per the schedule below:
 - Fall Sports - November 15
 - Winter Sports - March 15
 - Spring Sports - June 15
- Pursuant to the Ohio Revised Code, all coaches must possess all required credentials for coaching and be in good standing with those credentials prior to supervising/coaching students.
- For all other supplemental contracts during the 2020-2021 school year, they will be prorated in twenty-five percent (25%) increments, based on the level of completion of responsibilities (as determined by the Building Principal).

All other provisions of the current collective bargaining agreement shall remain unchanged. This MOU shall not be used to establish a precedent or for any other purpose.

This constitutes the entire agreement between the Board and the Association regarding the issues outlined herein. There are no other written or verbal agreements, understandings or arrangements between the parties regarding the issues outlined herein. Any amendment to this MOU must be in writing and signed by all parties.

FOR THE ASSOCIATION:


Georgia Craig, President
Big Walnut Education Association

FOR THE BOARD:

Angela Hamberg, Superintendent
Big Walnut Local Schools