

## MEMORANDUM OF UNDERSTANDING

**THIS MEMORANDUM OF UNDERSTANDING** ("MOU") is between the Board of Directors of the Odyssey Charter School ("Odyssey" or "School") and the Odyssey Charter School Education Association, DSEA/NEA ("Association"), (collectively, the "Parties") and is effective on the 19 day of January, 2022.

**WHEREAS**, the School and the Association are parties a collective bargaining agreement ("CBA") for the time period of August 26, 2019 through August 31, 2023; and

**WHEREAS**, the Parties wish to amend and modify the EPER schedule included in the CBA as Appendix A; and

**NOW THEREFORE**, the Parties agree as follows:

- 1) A modified version of Appendix A is attached to this MOU. It replaces, in full, the original version of Appendix A attached to the CBA, and will remain in effect during the remaining term of the CBA. The Parties further agree that the changes reflected in the modified Appendix A attached to this MOU are retroactive to August 30, 2021.
- 2) The School agrees to develop a procedure for the creation and/or approval of student clubs and programs and disseminate it to the membership of the Association.
- 3) The Parties agree that the School will issue a list of approved student clubs and programs each school year by no later than October 1<sup>st</sup>.

BOARD OF DIRECTORS OF THE  
ODYSSEY CHARTER SCHOOL

BY: Elias Rigas  
Elias Rigas  
President

Dated: 1/19/22

THE ODYSSEY CHARTER SCHOOL  
EDUCATION ASSOCIATION, DSEA/NEA

BY: Kathleen Manley  
Kathleen Manley  
President

Dated: 1/19/22

*Extra Pay for Extra Responsibility Schedule  
Appendix A*

<i>min of 3 hr/mo</i> <b>Monthly Club/Program Advisor</b> \$300	<i>min of 5 hr/mo</i> <b>Weekly Club/Program Advisor</b> \$500	<i>min of 10 hr/mo</i> <b>Weekly Club/Program Advisor</b> \$750	<i>min of 12 hr/mo</i> <b>CTSO/Program Advisor</b> \$1,000
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<b>Class Advisor</b>	<b>9-11</b>	<b>\$1,300</b>
<b>Class Advisor</b>	<b>12</b>	<b>\$1,600</b>

<b>Team Leader (K-5) or Department Chair (6-12) - \$1200</b>
<b>Department Chair (K-5) - \$300</b>
<b>Specialists (K-5) or Electives (6-12) Department Chair - \$500</b>

<b>OCS Mentor Coordinator - \$1000</b>
<b>OCS Mentor (Experienced Teacher) - \$175</b>
<b>OCS Mentor (Novice Teacher) - \$325</b>
<b>Dept Chair/Team Leader - \$2000 (Nursing and Counselor)</b>
<b>Restorative Justice Coordinator - \$600</b>
<b>HS After School Monitor - \$600</b>
<b>Coordinator - MS Activities - \$600</b>
<b>Coordinator of Web Support - \$1000</b>

<b>Mandatory After School PD - \$23/hr</b>
<b>Extra Time - \$23/hr</b>
<b>After School Curriculum Development - \$23/hr</b>
<b>Late Bus Duty - \$24/hr</b>

*Odyssey Charter School  
Extra Pay for Extra Responsibility Schedule  
High School Varsity Athletics*

*All current coaches to begin at Step 0 beginning in SY2021-22*

<b>Position</b>	<b>Years Experience at OCS</b>			
	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>
Athletic Director	\$ 2,760	\$ 2,898	\$ 3,043	\$ 3,195
Basketball (B & G)	\$ 2,300	\$ 2,415	\$ 2,536	\$ 2,663
Boys Baseball	\$ 2,300	\$ 2,415	\$ 2,536	\$ 2,663
Girls Softball	\$ 2,300	\$ 2,415	\$ 2,536	\$ 2,663
Soccer (B & G)	\$ 2,300	\$ 2,415	\$ 2,536	\$ 2,663
Lacrosse (B & G)	\$ 2,300	\$ 2,415	\$ 2,536	\$ 2,663
Field Hockey	\$ 2,300	\$ 2,415	\$ 2,536	\$ 2,663
Cross Country (B & G)	\$ 2,000	\$ 2,100	\$ 2,205	\$ 2,315
Track and Field (B & G)	\$ 2,000	\$ 2,100	\$ 2,205	\$ 2,315
Volleyball (B & G)	\$ 2,000	\$ 2,100	\$ 2,205	\$ 2,315
Wrestling	\$ 2,000	\$ 2,100	\$ 2,205	\$ 2,315
Cheerleading (Fall/Winter)	\$ 1,200	\$ 1,260	\$ 1,323	\$ 1,389

Pay scale for Assistant Coaches shall be 70% of the scale for Head Coach at the Assistant Coach's experience level.

*Odyssey Charter School  
Extra Pay for Extra Responsibility Schedule  
High School Junior Varsity/Freshman Athletics*

Position	Years Experience at OCS			
	0	1	2	3
Basketball (B & G)	\$ 2,000	\$ 2,100	\$ 2,205	\$ 2,315
Boys Baseball	\$ 1,800	\$ 1,890	\$ 1,985	\$ 2,084
Girls Softball	\$ 1,800	\$ 1,890	\$ 1,985	\$ 2,084
Soccer (B & G)	\$ 1,800	\$ 1,890	\$ 1,985	\$ 2,084
Lacrosse (B & G)	\$ 1,800	\$ 1,890	\$ 1,985	\$ 2,084
Field Hockey	\$ 1,800	\$ 1,890	\$ 1,985	\$ 2,084
Volleyball (B & G)	\$ 1,800	\$ 1,890	\$ 1,985	\$ 2,084
Wrestling	\$ 1,800	\$ 1,890	\$ 1,985	\$ 2,084
Cheerleading (Fall/Winter)	\$ 1,200	\$ 1,260	\$ 1,323	\$ 1,389

Pay scale for Assistant Coaches shall be 70% of the scale for Head Coach at the Assistant Coach's experience level.

*Odyssey Charter School  
Extra Pay for Extra Responsibility Schedule  
Middle School Athletics*

Position	Years Experience at OCS			
	0	1	2	3
Athletic Director	\$ 2,000	\$ 2,100	\$ 2,205	\$ 2,315
Basketball (B & G)	\$ 1,500	\$ 1,575	\$ 1,654	\$ 1,737
Boys Baseball	\$ 1,500	\$ 1,575	\$ 1,654	\$ 1,737
Girls Softball	\$ 1,500	\$ 1,575	\$ 1,654	\$ 1,737
Soccer (B & G)	\$ 1,500	\$ 1,575	\$ 1,654	\$ 1,737
Lacrosse (B & G)	\$ 1,500	\$ 1,575	\$ 1,654	\$ 1,737
Field Hockey	\$ 1,500	\$ 1,575	\$ 1,654	\$ 1,737
Cross Country (B & G)	\$ 1,500	\$ 1,575	\$ 1,654	\$ 1,737
Track and Field (B & G)	\$ 1,500	\$ 1,575	\$ 1,654	\$ 1,737
Volleyball (B & G)	\$ 1,500	\$ 1,575	\$ 1,654	\$ 1,737
Wrestling	\$ 1,500	\$ 1,575	\$ 1,654	\$ 1,737
Cheerleading (Fall/Winter)	\$ 1,200	\$ 1,260	\$ 1,323	\$ 1,389

Pay scale for Assistant Coaches shall be 70% of the scale for Head Coach at the Assistant Coach's experience level.

*Odyssey Charter School  
Extra Pay for Extra Responsibility Schedule  
Intramural Sports*

Position	Head Coach Stipend	Assistant Coach Stipend
Intramural Soccer	\$ 1,000	
Field Hockey Clinic	\$ 600	\$ 300
Archery Club	\$ 900	
Twirling	\$ 900	
Girls on the Run	\$ 900	
Heart and Sole	\$ 900	
Wrestling Club	\$ 1,200	\$ 1,000
Winter XC	\$ 450	\$ 450
Intramural Basketball	\$ 100	
Running/Walking Club	\$ 600	\$ 300