

**Memorandum of Understanding between the  
Cleveland Metropolitan School District and the  
Cleveland Teachers Union, AFT Local 279, AFL-CIO**

**RE: Communities of Practice-CoP**

This Memorandum of Understanding (MOU) between the Cleveland Metropolitan School District (District) and the Cleveland Teachers Union, AFT Local 279, AFL-CIO (CTU) memorializes the District and CTU's shared commitment to continue the current collaborative working relationship thus enhancing the shared responsibility to provide quality educational services for all District students.

The District recognizes that all provisions in the current Collective Bargaining Agreement (CBA) between the District and the CTU and future CBAs as ratified, as well as other binding agreements on the CTU and the District in the form of Memoranda of Understanding (hereinafter collectively "CBA"), shall remain in full force and effect.

Whereas the District and CTU are committed to ensure educators have access to high quality professional learning; and

Whereas, the Communities of Practice (CoP), are designed to provide educators an opportunity to collaborate with their peers around an area of instruction they would like to develop and practice in a self-guided manner; and

Whereas the District and CTU agree to continue the implementation of the Communities of Practice (CoP) as a catalyst of change for learning and teaching; and

Therefore, the District and the CTU agree to the following criteria outlined below and is applicable for all CoP submitted and approved summer 2022 and for the SY2022-23:

1. CoP participants will be selected by meeting the criteria of each approved CoP and then by seniority based on the number capacity for each CoP award. Participants must have a high interest and commitment to be an active learner in their selected community and meet the deliverables of each project attached to the CoP
  - a. Participants will be determined based on the scope of the CoP. This may include- school specific, grade level specific, content specific, etc.
  - b. Participants selected are required to engage and complete the unique components outlined in the CoP
  - c. Each selected participant is responsible to follow the schedule of activities outlined in the selected CoP.
2. CoP CTU participants will be paid at the hourly In-Service Workshop and Curriculum Development rate (Appendix A) and/or utilization of the 12hrs of Staff Community Engagement (Article 31, Sec 10) if approved.
3. CoP projects will vary in hour requirements from 12hrs not to exceed 30hrs based on approved scope of work.
4. Participants will submit time via WorkDay after their CoP product has been approved for completion by the Academics Department.
5. This MOU expires June 30, 2023.

SIGNED AND AGREED TO BY:  
FOR THE UNION:

Shari Obrenski /Date 3/18/22  
Shari Obrenski, President  
Cleveland Teachers Union

FOR THE DISTRICT:

\_\_\_\_\_/Date 3/19/2022  
Eric S. Gordon, Chief Executive Officer  
Cleveland Metropolitan School District