

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

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 Cleveland Metropolitan School District's portfolio strategy centers on creating more high-quality schools with a variety of options for students and families, and

Whereas Tremont Montessori seeks to become an exemplary public Montessori school offering students an authentic and accessible Montessori education; and

Whereas the school must demonstrate evidence of fidelity to the Five Core Components of Montessori education: 1) Lead Teachers hold a Montessori credential in their level, 2) Multi-age classrooms of three-year age groupings, 3) Use Montessori material, 4) Child directed work, and 5) Uninterrupted work periods;

Therefore, the District and the CTU agree to the following terms and conditions regarding:

1. Tremont Montessori Lead Teachers must possess Montessori teaching credentials through a program accredited by the Montessori Accreditation Council for Teacher Education (MACTE) or the equivalent accreditation body in the grades in which they teach.
  - a. The professional development options for teacher credentialing is attached in the Montessori Professional Development Options informational sheet. (**attachment A: Montessori PD Plan 2022-2024.pdf**)
  - b. Teachers in need of the Montessori teaching credentials must select an option by August 2022 and registered for the professional development series by January 1, 2023.
  - c. If a teacher does not make a selection and register for PD by January 2023, they will be considered a necessary transfer in the spring 2023 OPI.
  - d. The District will commit to paying Tremont Montessori teachers attending training outside their work day Article 31 Section 7 (Appendix A. In-service workshop & curriculum development rate)
  - e. The District will commit to pay for the cost of accredited training (MACTE) in exchange for a five year written commitment to teach at Tremont and/or Stonebrook-White

Montessori at the conclusion of training. Teachers who elect to resign from the District or transfer from a District Montessori site after training has been completed will be responsible to reimburse the District for expenses incurred.

- f. Should the District transfer a teacher who is working on the MACTE accreditation the transferred teacher will not be responsible for reimbursement of training expenses.
2. Tremont Montessori teachers will be maintained within their level of accreditation to ensure fidelity to the program.
3. Intervention specialists, paraprofessional, related services providers and encore teachers will be provided and expected to participate in specialized professional development related to Montessori education.
4. Teachers in Children's House, Lower Elementary (LE), Upper Elementary (UE), and Secondary will teach the community of ages, PreK through K, grades 1 through 3, grades 4 through 6, and grades 7 and 8, respectively.
5. The District will support, through the School Based Budget (SBB) process, in partnership with the Tremont leadership team to ensure staffing, materials appropriate for practical life, sensorial, math, language, cultural/knowledge, artwork, music, and other essential Montessori activities, curricula and expertise are supported.
6. The Tremont Montessori student day will be arranged to ensure 2 to 3-hour uninterrupted work cycles that allows for student directed work and will include all core subjects;
  - a. Core subjects will not be delineated on the schedule but incorporated into the work cycle.
  - b. Encore subjects will be scheduled either outside of the work cycle or as a push-in option during the work cycle, as agreed upon by the classroom and encore teacher(s).
  - c. Remaining instructional time outside of the work cycle in addition to encore offerings may also include group activities, adult-led group meetings and other lessons.
  - d. Teachers and other school staff will encourage student flexibility within the extended blocks of student work time.
  - e. Teacher and paraprofessional lunch periods will be scheduled outside of the work cycle.
  - f. Teacher planning periods will be scheduled outside of the work cycle.
7. During the 2022-23SY Tremont Secondary (GR7-8) Team will begin exploration/design of the secondary schedule that
  - a. Reflect AMS Accreditation standards (i.e. models of schedules at Clark and Gamble Montessori in Cincinnati Public Schools examples); and
  - b. Addresses the planning/collaboration necessary to create transdisciplinary units and fulfill non-instructional expectations in a Secondary Montessori environment.

8. During the 2022-23SY Tremont team, members will explore with the TDES Steering Committee the possibility of alignment of TDES rubric to the NCMPs Essential Elements rubric.
9. During the 2022-23 SY Tremont staff will may elect to include NCMPs Skills Inventories and PMA Transition Skills Forms in addition to the officially adopted report cards, interims (Article 16, Section 1C)
10. This MOU expires on June 30, 2024. During the length of this MOU, a quarterly check-in and summary progress on the professional development progress will be reviewed to ensure fidelity to the Five Core Components of Montessori education and progress towards staff credentialing.

SIGNED AND AGREED TO BY:

FOR THE UNION:

Shari Obrenski Date 5/20/22  
Shari Obrenski, President  
Cleveland Teachers Union

FOR THE DISTRICT:

\_\_\_\_\_/Date 5/20/22  
Eric S. Gordon, Chief Executive Officer  
Cleveland Metropolitan School District



## Primary / Early Childhood Diploma (3-6 year-olds)

### Option 1: Montessori Training Center NE (local satellite course in partnership with MDP)

- AMI and MACTE accredited
- 13-month program
  - Summer Session 1 (in-person): 6 weeks (full days Monday-Friday)
    - Dates: July 5-August 12, 2022
    - Location: Stonebrook-White, Lower Campus, Cleveland, Ohio
  - Fall-Spring Session (remote): 3 blocks during academic year (asynchronous work and assignments)
    - Dates: Exact dates TBD: 4 Saturdays, synch 9:00 to 11:00 am per block
    - Location: Virtual
  - Summer Session 2 (in-person): 6 weeks (full days Monday-Friday)
    - Dates: 2023, dates TBD
    - Location: Stonebrook-White, Lower Campus, Cleveland, Ohio
- Participants create their own curriculum manuals
- 90 hours observation (approx. 3 weeks) throughout the program
  - District will provide substitutes for off-site observation typically blocked, consecutive full days.
  - Criteria for off-site is a class led by a teacher with the same training.
    - *i.e. An AMI trained primary teacher, at any school. Stonebrook-White has one and a teacher in this program would be able to observe at the site.*
- 120 hours practical teaching (approximately 4 weeks)
  - 60 hour experience (2 wks.) participant classroom and 60 hour experience (2 wks.) outside classroom
- Tuition Costs: \$13,100 / person
- Estimated In-Service Instructor Training hours = **XXXX** (only for hours outside of the workday)
  - *Appendix A-Miscellaneous Rates of Pay In-service Instructor Rate 21-22 (30.78) 22-23 (31.70) 23-24 (32.33)/per hr.*
- College credits available toward Bachelor's or Master's degrees

### Option 2: Prepared Montessorian Institute

- MACTE accredited
- 12-18-month program
- New cohorts begin monthly (may vary)
  - 3-week in-person session, offered at various locations
    - Currently offered REMOTE due to COVID restrictions with Online classes offered at multiple times
      - [Foundational Studies](#): 20 hours/week over 4 weeks
  - Continuing Studies: Thirty 90-minutes classes (45 hours), (date, dependent on when participant starts the program) Online studies (asynchronous, self-paced)
  - Practicum consists of observations and practical teaching in classroom
    - 50 observation hours (approx. 2 weeks); substitutes needed
    - 320 hours of practice teaching in classroom, with a local supervising teacher or as a self-directed guide in own classroom.
    - 3-4 visits by a PMI consultant. (One visit in person and will have additional travel costs.)
- Participants create their own curriculum manuals
- Tuition Costs: \$5,000 / person
- Estimated In-Service Instructor Training hours = **XXX**
  - *Appendix A-Miscellaneous Rates of Pay In-service Instructor Rate 21-22 (30.78) 22-23 (31.70) 23-24 (32.33)/per hr.*

**Elementary (6-12 years-olds)**

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**Option 1: National Center for Montessori in the Public Sector**

- MACTE accredited
- 2-3 year program
- Projected Start: September, 2022
  - Summer intensive: 2 or 3 in-person sessions per course, in Cleveland (**custom schedule/format TBD**)
  - School Year: 3 or 4 two-day weekend seminars, in Cleveland (**custom schedule/format TBD**)
- EXEMPT from additional 40 hrs. distance learning coursework, “The Montessori Fundamentals”, if participant has already completed an orientation course.
- 9 monthly “surround” modules, per course, blended – 1 discussion, weekly observations
- Practicum
  - “In-Residence” in home classroom
    - 30 observation hours
    - 120 practice teaching
    - 330 additional hours (assisting, leading, observing, supporting, etc.)
  - 30 hours observation in a different school or classroom; substitutes needed
  - 40 hours of 1:1 coaching (school embedded observations and reflective meetings)
  - 20 hours Child Study (school embedded modified SST process)
  - 4 visits by an NCMPS instructor
- \$13,000 / person
- Estimated In-Service Instructor Training hours = **XXXX** (*only for hours outside of the workday*)
  - *(Appendix A-Miscellaneous Rates of Pay In-service Instructor Rate 21-22 (30.78) 22-23 (31.70) 23-24 (32.33)/per hr.*

**Option 2: Prepared Montessorian Institute**

- MACTE accredited
- 2-year program: Year 1 covers Lower Elementary (6–9). Year 2 covers Upper Elementary (9–12).
- New cohorts begins summer (July), fall (October), and winter (January)
  - Summer 1: 2-week in-residency, July 25-Aug. 6, 2022, (online due to COVID restrictions)
  - Summer 2: 2-week in-residency, TBD 2023, in CA, possibly offered in a second location
  - Online classes (synchronous), offered at various times
    - Bi-weekly evenings and one Saturday/month, 90-min sessions (4.5 hrs. weekly)
    - 2 leadership short-courses, consisting of four 90-min sessions each course
  - Online studies (asynchronous, self-paced), 4 semesters
  - Practicum
    - 50 hours observation; substitutes will be needed
    - 480 hours practice teaching; with a local supervising teacher or as a self-directed guide in own classroom.
    - 3 hours/month guided practice (online), 24 months
    - 3-4 visits by a PMI consultant. (At least 1 visit will be in person and have additional travel costs.)
- \$6,500 / person
- Estimated In-Service Instructor Training hours = XXX
  - *Appendix A-Miscellaneous Rates of Pay In-service Instructor Rate 21-22 (30.78) 22-23 (31.70) 23-24 (32.33)/per hr.*

Sample Link- Prepared Montessorian Pathway [EL Montessori Diploma Pathway](#) July 2022 cohort