

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

RE: Clarifying Breakfast Supervision Pay for Teachers

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 Article 11 Section C of the CBA allows for payment of .5 in-service hourly rate for Teachers; and

Whereas Article 11 states payment will be made on or about July 15 following the school year; and

Whereas Appendix A identifies two different in-service rates;

Therefore, the District and the CTU agree to the following terms and conditions regarding Teacher Breakfast Compensation to provide clarity on how teachers may participate in the program:

1. Breakfast supervision by classroom teachers is defined as .5 In-Service Instructor Hourly Rate found in Appendix A and a classroom teacher may only submit one (.5) unit of breakfast coverage per day.
2. Breakfast supervision by classroom teachers must be submitted via WorkDay (WD) using the .5 In-Service Instructor Hourly Rate and will be paid following the semi-monthly pay schedule.
 - a. In lieu of submitting at the end of the year, assigned staff will submit time via WD utilizing the .5 In-Service Instructor rate.
 - b. The Principal/School Leader is the approver and validates the time submitted in WD.
 - c. If a teacher forgets to submit time during a pay period, they are able to submit afterwards and the approver will validate for payment. Payment will be made on the next schedule semi-monthly pay date in accordance with the date time was approved. The submitter (teacher) would not be eligible for 10%, as long as the payment is made within two pay cycles after time has been submitted and approved.
3. Any teachers who have been paid at the in-service Workshop Rate during the 22-23SY will have their pay corrected to the in service Instructor Rate by the January 31, 2023 pay.
 - a. In order to determine and update teachers who were **previously paid** at the in-service participant rate, the Payroll department will research, and create reports for the **pay periods 8.1.2022 - 8.16.2022 through 10.1.2022 - 10.15.2022 ONLY**
 - i. The Payroll department will then update the time entry block to the in-service instructor (presenter) time entry code for .5 units.
 - ii. It is imperative that the employee **does not** update that information at all, as the time has already been paid, time updated incorrectly may negatively affect the employees pay.
 - b. In-service that has **NOT been paid**

- i. The employee **MUST** update their time entry block from 'checked in' to 'In-Service Instructor (presenter)' as well as update the unit to .5 then click okay and submit/review.
- ii. The Payroll department is unable to update this information for the employee

4. This MOU expires June 30, 2024.

SIGNED AND AGREED TO BY:

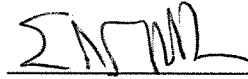
FOR THE UNION:



Shari Obrenski, President
Cleveland Teachers Union

11.18.22
Date

FOR THE DISTRICT:



Eric S. Gordon, Chief Executive Officer
Cleveland Metropolitan School District

11/18/2022
Date