

**Cleveland Metropolitan School District and the Service Employees International Union District
1199, WV/KY/OH The Health Care and Social Service Union, CTW, CLC
RE: Compensation for Additional Duties at 2023 Summer Learning Sites**

The Cleveland Metropolitan School District (hereinafter "District") and the Service Employees International Union District 1199, WV/KY/OH The Health Care and Social Service Union, CTW, CLC (hereinafter the "Union") agree to follow the terms of the following Memorandum of Understanding ("MOU") regarding compensation of secretaries for additional duties at 2023 summer school sites.

Whereas there are ten-month secretaries who will have additional duties due to working their regular work hours at a designated 2023 summer learning site, the District and the Union agree to the following:

**The projected AM/PM SLE PreK-8 2023 program dates are June 20, 2023 to Friday, July 21, 2023.
The projected AM/PM SLE all High School 2023 program dates are June 26, 2023 to July 21, 2023.**

Professional development for staff at traditional sites will be hosted from June 13, 2023 to June 15, 2023, while staff at extended or year-round schools will have professional development on May 20, June 3, and June 10, 2023.

1. A ten (10) month secretary who works either 220 days or 230 days cannot opt-out of supporting a summer school program during their 2022-2023 contract days if their site is designated a summer learning site. A year-round secretary can opt-out of working a summer school program if their site is designated a summer learning site, but may not be eligible to work at any other summer learning site instead of their year-round site. If a summer school program site has two secretaries with a 220 day or 230 day contract, the most senior secretary must support the summer program for days of overlap and the least senior secretary may indicate their interest to support another summer program site, with selection processes to determine that assignment.
2. A secretary who has time worked as part of a Summer Learning site on a day on which they are also under their 2022-23 contract, will be paid at the employee's supplemental hourly rate for additional duties performed for the hours worked. Payment for overlapped time will be made in a one (1) time stipend, paid by the July 21, 2023 paycheck. Year-round secretaries will be paid with a one-time stipend for overlapped time worked through the duration of their 2022-2023 contract by the August 18, 2023 paycheck. To account for timekeeping responsibilities for professional development days that precede program start dates and overlap with their 2023 contract, four hours will be provided at the supplemental rate.
3. After the last scheduled workday for a secretary, the traditional (220 day) and extended (230 day) secretary must use time tracking to clock-in and clock-out for their time worked at a summer learning site. Any time worked after their contractual time at the summer learning site will be paid at their supplemental rate of pay. A ten (10) month secretary who is assigned regular work hours at a site that has been designated a 2023 summer learning site is expected to complete his/her regular work duties in addition to the summer duties in order to receive a stipend.
4. Attendance and assignments for Summer Learning Experience will be maintained consistent with the provisions of Article 32 Section 1 of the collective bargaining agreement.

The District recognizes that all provisions in the 2021-2024 Collective Bargaining Agreement ("CBA") between the District and the Union and future CBAs as ratified, as well as other binding agreements on the Union and the District in the form of Memoranda of Understanding (hereinafter collectively "CBA"), shall remain in full force and effect. This stipend is non-precedent setting.

The provisions of this MOU shall expire upon the earlier of (a) 5:00 p.m. on August 18, 2023 or (b) upon written notice from the CEO of the termination of this MOU.

(For the District)

April 24, 2023

(Date)



(For the Union)

4/25/2023

(Date)