

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

RE: Demonstrations of Learning-Parent Teach Conference AAP Waiver Guidance

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 the CTU have collaborated to develop Demonstrations of Learning (DoL) during the regular school year as well as during summer programs; and

Whereas DoL give students an opportunity to explain their learning and parents and caregivers, the opportunity to interact with their child's authentic learning.

Whereas the District and the CTU recognize there is a need for additional support and incentives to bring DoLs to a larger scale.

Therefore, the District and the CTU agree to the following terms and conditions regarding Schools choosing to bring DoL to students in grades 1-12 in their buildings:

1. Schools will opt-in via the Spring AAP using the waiver section and meeting the voting requirements to ensure entire school participation.
2. By opting in the school is committing to each student receiving opportunities to complete two DoL projects and each teacher completing (alone or with a partner teacher) at least one DoL project.
3. School staff will have optional PD available before the start of the 2023-2024 school year or on Saturdays during the 2023-2024 school year, paid at the in-service workshop rate.
4. The District will provide school staff access to a database of DoL projects. Any project created in the 23-24SY will be added to the database with the permission of the creator(s).
5. A DoL Champion will be chosen at each school.
 - a. Position posted in the building and follows the personnel selection process outlined in Article 12, Section 1(A)(1) and DoL Champion identified by May 10, 2023.
 - b. Each DoL Champion paid a differential of \$2883.00 to be paid quarterly following the Differential guidance in Appendix A and if they complete the activities as assigned as a DoL Champion.
 - c. The DoL Champion must attend each PD provided by the District and then facilitate a PD session with teachers at their building.
 - d. The DoL Champion will be site base resource for DoL in their building.

6. The UCC, Principal, and DoL Champion must develop a plan of implementation that includes when teachers will be given time to plan their projects (i.e. options may include planning time, VPD hours, 100 minutes, etc.)
7. The UCC, Principal, and DoL Champion will monitor progress and meet with the staff to ensure the completion of 2 DoL projects by each student and the creation of one DoL project by each teacher or pair of teacher partners is achieved.
8. The school team will invite parents and community members to attend the DoL project presentations.
9. The school staff and students will be dismissed at the early release time for April PTC and will not hold parent teacher conferences that day because they've elected to implement DoL events.
10. TDES events should not be scheduled during the week of DoL project implementations unless a teacher requests it to be used as a TDES event and the administrator agrees it meets that requirement.
11. This MOU expires June 30, 2024.

SIGNED AND AGREED TO BY:

FOR THE UNION:



Shari Obrenski

President

Cleveland Teachers Union

4.4.23

Date

FOR THE DISTRICT:



Digitally signed by Eric S. Gordon
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School District, ou=Chief Executive Officer,
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Date: 2023.04.04 10:01:51 -0400

Eric S. Gordon

Chief Executive Officer

Cleveland Metropolitan School District

April 4, 2023

Date