

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

RE: DYSLEXIA SUPPORT TRAINING REQUIREMENTS

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.

On January 9, 2021, the Governor signed a set of laws strengthening dyslexia support for Ohio's children. The new Dyslexia Support Laws established dyslexia-screening measures, professional development for identifying dyslexia and instructing students with dyslexia, a multi-sensory structured literacy certification process for teachers, and the Ohio Dyslexia Committee.

The Dyslexia Support Laws (DLS) require all kindergarten (K) through grade 3 teachers, as well as teachers providing special education instruction to children in K through grade 12, to complete professional development on identifying characteristics of dyslexia and understanding pedagogy for instruction of students with dyslexia.

Whereas, the District and CTU agree to support the DSL requiring all K-3 teachers and all 4-12 intervention specialist teachers to complete the required dyslexia training; and

Whereas the Dyslexia Support training series will incorporate a hybrid professional learning model, where teachers will complete eleven (11) Dyslexia modules (18 hours) asynchronously and deepen their learning during scheduled in-person check-ins; and

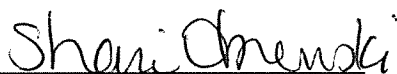
Therefore, the District and the CTU agree to the following Dyslexia supports to ensure all K-3 teachers and all 4-12 intervention specialist teachers receive the training outlined below:

1. All grades K -3 teachers and all grades 4-12 intervention specialists will complete Ohio Department of Education 11 Dyslexia modules (18 hours) asynchronously.
 - a. All K-1 teachers, including intervention specialists serving students in K and 1, Reading Intervention teachers (encore), and Reading Specialist teachers, will complete the Dyslexia training series during the 2022-23 school year.
 - b. All grade 2- 3 teachers, including intervention specialists serving students in grades 2-3, who have not previously taken training, and teachers new to positions referenced in 1. (a), will complete the Dyslexia training series during the 2023-24 school year.
 - c. All intervention specialists serving students in grades 4-12, and teachers new to positions referenced in 1. (a) and (b) above, will complete the Dyslexia training series during the 2024-25 school year.

- d. Model Lead Teachers in K-8 buildings are encouraged to participate in the Dyslexia training series in the 2022-23 or 2023-24 year.
 - e. Model Lead Teachers in High Schools are encouraged to participate in the Dyslexia training series in the 2024-25 year.
2. All teachers identified in the training groups of 1. (a-d)above, will have an opportunity to participate in three (3) full day check-ins/Professional Development Days to practice and deepen their understanding of the dyslexia content from the modules.
 3. Teachers will use the Ohio Department of Education's Learning Management System to access the Dyslexia training modules.
 4. Teachers will have a total of three (3) opportunities to pass the post-assessment by the Fall of each group training cycle (Fall of 2023 (K—1), Fall of 2024 (2-3), Fall of 2025 (4-12)
 5. The District will provide support sessions for teachers who fail to pass the post-assessment after two (2) attempts.
 6. Teachers can opt out of the Dyslexia training series if they have previously met the state requirements (for example, completion of LETRS training, Wilson Language Training Level I and Level II Certification, see: <https://dyslexiaida.org/accredited-teaching-training-programs/>) by providing appropriate documentation.
 7. Teachers in the identified training groups who complete all 18 hours of the Dyslexia training series and pass the post-assessment will receive eighteen (18) hours paid at the Inservice-Instructor rate. Payment will be made after the post-assessment is passed and verification is provided to the District of successful completion. For the 2022-23 school year, payment for teachers who submit verification of successful completion of the course and post-assessment by May 5, 2023 will be compensated no later than June 5, 2023.
 8. This MOU expires June 30, 2025.

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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c=US
Date: 2023.04.04 10:01:06 -0400

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

April 4, 2023
Date