

**Memorandum of Understanding between the
Cleveland Metropolitan School District and the
Cleveland Teachers Union, AFT Local 279, AFL-CIO
Re: Educational Aides Acting as Substitute Teachers**

This Memorandum of Understanding (MOU) between 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 District in the form of Memoranda of Understanding (hereinafter collectively "CBA"), shall remain in full force and effect.

Whereas due to the Covid-19 Pandemic, the District's return to in-person hybrid learning while continuing remote learning in support of students and the need for small class sizes at District locations, additional educators were needed and met the District's needs to service remote students;

Whereas Article 24 Section 1 A 3, defines the role of an Educational Aide pursuant to the CBA.

Whereas some Educational Aides are certified teachers at locations where additional teachers were needed and met the District's needs to service remote students;

Whereas to classify these Educational Aides as substitutes would cause them to lose their benefits and seniority;

Whereas the District and CTU desire to compensate these individuals appropriately while maintaining their benefits and seniority;


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

1. Paula Dicillo (498420), Terri Dunn (498330), Gail Henniger (423045) and Jessica Leon (503080) will be paid the difference between their current salaries and the rate of an Experienced Substitute from March 10, 2021 to May 26, 2021. This payment will be made on or before July 31, 2021.
2. Paula Dicillo (498420), Terri Dunn (498330), Gail Henniger (423045) and Jessica Leon (503080) will maintain all benefits appropriately selected during the open enrollment season or a qualifying event, including their retirement plan.
3. Paula Dicillo (498420), Terri Dunn (498330), Gail Henniger (423045) and Jessica Leon (503080) Educational Aide seniority will continue without interruption during the period of March 10, 2021 to May 26, 2021.
4. Paula Dicillo (498420), Terri Dunn (498330), Gail Henniger (423045) and Jessica Leon (503080) will continue to accrue sick leave at their rate as an Educational Aide and have the same benefits of special privilege leave provided to them as an Educational Aide.

5. Paula Dicillo (498420), Terri Dunn (498330), Gail Henniger (423045) and Jessica Leon (503080) will return to their positions as Educational Aides at the conclusion of the 2020-2021 school year. Their seniority, salary and benefits will remain unchanged.
6. This MOU expires July 31, 2021.

SIGNED AND AGREED TO BY:

FOR THE UNION:



Shari Obrenski, President
Cleveland Teachers Union

FOR THE DISTRICT:

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

6.3.21

Date

June 3, 2021

Date