

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

RE: After Hours Tutoring

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 CTU agree to implement an After-Hours Tutoring program by CMSD teachers for CMSD students and families; and

Whereas the After-Hours Tutoring program will incorporate student engagement time outside of the traditional school day, the District will provide training and resources for the tutoring;

Therefore, the District and the CTU agree to the following regarding after school tutoring:

1. Tutoring is open to all teachers rated Skilled or Accomplished on their most current Composite Rating (this includes off year ratings).
2. Teachers will apply to Tutor using a Smart Sheet link provided by the Academic Department.
 - a. The SmartSheet link will be available starting October 10-17, 2022.
 - b. The teachers will be notified of the day(s) they will be tutoring by October 31, 2022
 - c. K-8 teachers will apply based on the subject(s)/grade level(s) currently teaching and their preference within the subject(s)/grade level(s).
 - d. High School teachers will apply based on the subject licensure 9-12 in Math, English, Science, Social Studies
3. Teachers will be assigned to a shift (3:30-5:30 or 5:30 -7:30) based on seniority within the grade/subject they currently teach. Teachers compensated for 2 hours of tutoring per shift, at the in-service instructor rate (\$47.49/hour for 22-23) as referenced in Appendix A.
 - a. K-8 teachers assigned to a grade band (K-2, 3-5, 6-8) and a subject (ELA, Math, Science, Social Studies) for each shift assigned.
 - b. High School teachers assigned to a subject area based on certification for each shift assigned.
 - c. Applicants assigned no more than one day per week for tutoring unless there are not enough applicants, and the applicant has agreed to tutor more than one day per week.

4. Training for Tutoring offered to tutors after school and paid at the In-Service Workshop and Curriculum rate (\$31.70/hour for 22-23 as referenced in Appendix A).
5. Tutoring offered to CMSD students on School Days (Monday through Thursday), 3:30 pm-7:30 pm.
 - a. Tutoring offered via TEAMS on the CMSD website.
 - b. Parents/Students will sign up for tutoring using Bookings.
6. This MOU expires June 30, 2024

SIGNED AND AGREED TO BY:

FOR THE UNION:

Shari Obrenski

Shari Obrenski, President
Cleveland Teachers Union

10-10-22

Date

FOR THE DISTRICT:

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

October 10, 2022

Date