

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE CLEVELAND METROPOLITAN SCHOOL DISTRICT AND
THE CLEVELAND TEACHERS UNION, AFT LOCAL 279, AFL-CIO**

RE: COVID-19 HYBRID AND REMOTE STAFFING

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 to provide quality support to district staff and district students.

The District recognizes that all provisions in the 2019-2020 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 CMSD started the school year in a remote learning environment due to COVID-19; and

Whereas CMSD and CTU have agreed to transition and support a hybrid staffing model; and

Whereas CMSD a number of staffing reconfigurations have been identified to support schools in implementing a hybrid and remote learning models; and

Therefore, the District and the CTU agree to the following terms and conditions regarding the modification of the current CBA to allow flexibility for teaching assignments to support students in either the hybrid or remote learning model:

1. Teachers and Paraprofessionals may be reassigned from their original 2020-2021 assignment to a new hybrid or new remote assignment. At the end of the hybrid or remote assignment, teachers and paraprofessionals will be returned to their original 2020-2021 assignment.
2. The need for temporary hybrid staffing assignments will be determined by the Talent department based on the number of hybrid students, remote students, and staffing availability within each school to close any gaps in the hybrid. Including any district-wide CTU positions (e.g. Teacher on Assignment, District-wide Model Lead Teacher)
3. Temporary hybrid staffing assignments will be made based on licensure area and B.E.S.T. rubric and staff who are relocating to a new building will be afforded the pack and move days.
4. If the need for additional core content teachers in hybrid staffing exists at a school, Model Lead Teachers, Reading Recovery Teachers, and Academic Intervention Teachers may be reassigned to teach core content within their licensure area (e.g. PreK-3,1-8, social studies, mathematics, English, science).
5. This MOU expires June 30, 2021.

SIGNED AND AGREED TO BY:

FOR THE UNION:



Shari Obrenski, President
Cleveland Teachers Union

3/2/2021

Date

FOR THE DISTRICT:



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

March 2, 2021

Date

(Digitally signed by Eric S. Gordon
DN: cn=Eric S. Gordon, o=Cleveland Metropolitan School
District, ou=Chief Executive Office,
email=eric.gordon@clevelandmetroschools.org, c=US
Date: 2021.03.02 18:33:02 -0500