

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

**RE: ESport Differential for the 2021-2022 School Year**

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 wish to foster opportunities for students to participate in ESport programs not specifically identified in the current CBA's Differential Listing;

Therefore, the District and the CTU agree that the District may elect to offer the following differential options for the 2021-2022 academic year pursuant to the following terms and conditions:

1. The District may offer an ESport program at the following schools: Campus International, John Adams, John Hay Early College, John Marshall Campus, Lincoln West Campus, Max Hayes, Digital Arts, Ginn Academy, Bard West Early College, Rhodes Campus, John F. Kennedy Campus, Collinwood, Garrett Morgan Campus, and Mc2Stem.
2. The programs may be offered during the fall 2021 season and/or spring 2022 season. Each program will include one coach/advisor position to be paid a differential of \$869 payable in Quarter 1 for the fall season and \$869 payable in Quarter 4 for the spring season. These programs will not be eligible for the 1/19th or 2/19ths payment for summer practice and are not expected to hold summer practices.
3. Attendance at any required coach/sponsor meetings during the summer practice season will be compensated at the in-service rate.
4. Schools participating in the above programming will post these positions and follow the selection process outlined in Article 12, Section I(A)(I);
5. The District will ensure compliance with Title IX under federal law;
6. This MOU expires June 30, 2022. The parties will meet within 60 days of expiration to determine the future of these programs, as well as potential expansion of these programs to other schools within the District.

SIGNED AND AGREED TO BY:

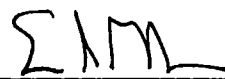
FOR THE UNION:



Shari Obrenski, President  
Cleveland Teachers Union

7/22/2021  
Date

FOR THE DISTRICT:



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

July 15, 2021  
Date

Digitally signed by Eric S. Gordon  
DN: cn=Eric S. Gordon, o=Cleveland Metropolitan School  
District, ou=Chief Executive Officer,  
email=eric.gordon@clevelandmetroschools.org, c=US  
Date: 2021.07.15 09:42:27 -0400