

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

RE: ESport Differential for the 2020-2021 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 Collective Bargaining Agreement (CBA) effective July 1, 2019 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 2020-2021 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, Lincoln West, Max Hayes, Digital Arts, Ginn Academy, and Mc2Stem. The programs may be offered during the spring 2021 season. Each program will include one coach / advisor position to be paid a differential of \$844 payable in Quarter 4. 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. Attendance at any required coach/sponsor meetings during the summer practice season will be compensated at the in-service rate.
2. Schools participating in the above programming will post these positions and follow the selection process outlined in Article 12, Section 1(A)(1);
3. The District will ensure compliance with Title IX under federal law;
4. This MOU expires June 30, 2021. 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

8-14-2020
Date

FOR THE DISTRICT:

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

August 18, 2020
Date