

## MEMORANDUM OF UNDERSTANDING

Whereas the Cleveland Municipal School District (District) and the Cleveland Teachers Union (Union) believe that it is in the best interest of the students, its employees and the District to encourage bargaining unit members planning to separate from the District at the end of the 2020-21 school year to provide early notification of such plans so that the District can take appropriate steps to staff the District's schools for the 2021-22 school year.

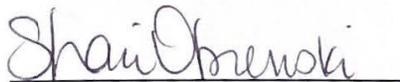
Now, Therefore, the District and the Union hereby agree to the following Employee Early Separation Notice Plan (ESNP), to be effective immediately upon ratification by the Union and District.

### EMPLOYEE EARLY SEPARATION NOTICE PLAN

This shall be known as the Employee Early Separation Notice Plan of the 2020-21 school year (hereinafter the "ESNP").

- .01 Terms of the ESNP** - Any bargaining unit member who is evaluated by the TDES process, which shall include both teachers and paraprofessionals, who provides irrevocable notice of separation by the date set forth in **.02** below shall be exempt from that process for the remainder of the 2020-21 school year. Participation in the ESNP does not preclude the intent of the District to monitor, manage and support high quality teaching and learning. In addition, participants are required to administer all required assessments.
- .02 Effective Date of Separation** - A bargaining unit member will not be eligible to participate in the ESNP unless an irrevocable letter of separation (copy attached) for the following academic year is actually received by the Talent Department, to the attention of Gracie Lockhart at 1111 Superior Avenue East, Suite 1800 by 5:00 p.m. November 30, 2020.
- .03 ESNP Exclusions** - The following conditions will cause a bargaining unit member to be ineligible to participate in this ESNP:
- .031 Failure** to meet deadlines as listed in this agreement.
- .032 Failure** to meet any of the terms of this agreement.

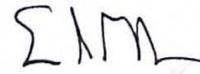
FOR THE UNION



Shari Obrenski, President  
Cleveland Teachers Union

Date: 11/18/2020

FOR THE BOARD



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: 2020.11.16 16:42:28 -05'00'

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

Date: November 16, 2020