

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

**RE: 3<sup>rd</sup> Quarter Overages 2020-2021**

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 3<sup>rd</sup> Quarter began on January 25, 2021 and ended March 26, 2021 for traditional and extended schools and February 1, 2021 to March 26, 2021 year-round schools; and

Whereas teachers have submitted and still can submit 3Q Interim overage documentation for the period beginning and ending January 25, 2021 to February 26, 2021 for traditional and extended schools and February 1, 2021 to February 26, 2021 for Year-round schools ; and

Whereas 3Q Grade report dates are defined as beginning and ending on March 1, 2021 to March 26, 2021 for all schools (traditional, extended year and year-round schools); and

Whereas the District began the transition from fully remote learning to hybrid learning on March 8, 2021, in a phased-in approach, due to COVID-19; and

Whereas some parents were given the option to remain fully remote rather than move to hybrid learning; and

Whereas occupancy limits were determined by social distance guidelines; and

Whereas student assignments were adjusted to allow for occupancy limits for in person, and to ensure teachers were assigned to fully remote students; and

Whereas the 3Q ended March 26, 2021, two weeks after adjustments began; and

Whereas the CBA allows for overage compensation "based upon student enrollment (as evidenced by progress reports or grade scan reports) on the last Friday of each marking period, with said compensation retroactive to the beginning of the marking period"; and

Whereas ongoing changes from March 12, 2021 through March 26, 2021 resulted in the evidence for class size identified in the CBA to be insufficient to allow for true documentation of overages; and

Whereas three phases were applied to transition students and staff to hybrid learning; Phase I (single classroom low incidence class staff and RSPs) returned on March 12, 2021, Phase II (Prek-2, GR9 and 12 and encore teachers) returned on March 15, 2021, and Phase III (GR3-8 and GR10 and 11 and all other professionals) returned on March 22, 2021; and

Therefore, the District and the CTU agree to the following terms and conditions during this unique period of transition during the third quarter grading period:

1. Teachers will submit the class size overage form (attached) and include the documentation named in #2 and #3 below when submitting to principal/supervisor and chapter chair for approval.
2. Third quarter interim report will be submitted for the first three weeks of the grading period during transition to hybrid. For the first three weeks, Teacher will check 'Week 1-3' on the overage form and submission of overages will be calculated based on 15 days.
3. For the fourth week of the grading period, teachers will include as part of their class list, any students for whom they entered grades into Eschoolplus or provided grades to another teacher during the transition period to hybrid. Teachers must submit a typed list of all student names who should be included as an attachment with the overage form (see #1 above). For the last week, Teacher will check 'Week 4' on the overage form and submission of overages will be calculated based on 5 days.
4. For those that had students all four weeks, information should be submitted following the regular overage submission process.
5. Teacher will submit approved form including documentation (class list) to:  
Email- [classsizeoverages@clevelandmetroschools.org](mailto:classsizeoverages@clevelandmetroschools.org)
6. Payment for overages will follow the language in Article 10, Section 1(B)(4).
7. This is a non-precedent MOU and expires on August 31, 2021.

SIGNED AND AGREED TO BY:

FOR THE UNION:



Shari Obrenski  
President  
Cleveland Teachers Union

5/24/21  
Date

FOR THE DISTRICT:



Eric S. Gordon  
Chief Executive Officer  
Cleveland Metropolitan School District

5/25/2021  
Date