

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

RE: Community of Practice

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 and enhance the shared responsibility to provide quality educational services for all District students.

The District recognizes that all provisions in the current Collective Bargaining Unit (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 are committed to ensure educators have access to high quality professional learning; and

Whereas, the Communities of Practice, are designed to provide educators an opportunity to collaborate with their peers around an area of instruction they would like to develop and practice in a self-guided manner; and

Whereas, the District and the CTU agree to the implementation of the Communities of Practice ("CoP") as a catalyst of change for learning and teaching; and

Therefore, the District and the CTU agree to the following criteria outlined below and this is applicable for all CoP submitted and approved during the Summer of 2021 and the School Year of 2021-2022:

- 1) CoP participants will be selected by meeting the criteria of each approved CoP and then by seniority based on the number capacity for each community of practice award. Participants must have a high interest and commitment to be an active learner in their selected community and meet the deliverables of each project and following criteria outlined below based on each CoP submitted :
 - a) Participants will be determined based on the CoP (i.e. school specific, grade level specific, content specific, etc.)
 - b) Participants selected must engage in the unique components of the CoP.
 - c) Each selected participant is responsible to follow the schedule of activities outlined in their selected CoP.

- 2) CoP participants who are CTU members will be compensated consistent with Art 31, Sec 10 (Staff/Community Engage Days) of the CBA for the duration of the CoP scope of work as outlined in the approved CoP Accelerator application (recommended not to exceed 80 hours) and after the completion of the project, unit, or artifact they must create as part of the CoP.
 - a) 12 hours of Staff Community Engagement (Article 31, Sec 10) will be applied first, then
 - b) Participants will be paid the In-Service Workshop and Curriculum Development rate in Appendix A for any additional hours included in the approved CoP project requirements, which should not exceed 80 hours.
 - c) Participants will submit time via WorkDay.

- 3) CoP lead teachers who are CTU members will be compensated consistent with Art 31, Sec 10 (Staff/Community Engage Days) of the CBA upon completion of the project/unit/artifact they must create as part of the CoP.
- a) 12 hours of Staff Community Engagement (Article 31, Sec 10) will be applied first, then
 - b) CoP Lead Teachers will be paid the In-Service Instructor rate in Appendix A for any additional hours included in the approved CoP project requirements.
 - c) Participants will submit time via WorkDay.
- 4) This MOU expires June 31, 2022 but may be revised or extended as mutually agreed upon by the parties. Within 90 days of expiration of this MOU, the District and CTU shall review the outcomes and determine annual renewal.

SIGNED AND AGREED TO BY:

FOR THE UNION:



Shari Obrenski, President
Cleveland Teachers Union

5/28/21
Date

FOR THE DISTRICT:



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

5/28/2021
Date