

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

**RE: Finish, Enrich, or Engage Projects**

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 agree to continue the implementation of the Finish, Enrich, or Engage Projects; and

Whereas Finish, Enrich or Engage projects may incorporate student engagement time outside of the traditional school day and educators need, the opportunity to plan for completion of activities anchored to one of the projects;

Therefore, the District and the CTU agree to the following steps to ensure project completion function with fidelity.

1. Maximum amount of face-to-face time with students outside of the normal school day is 8 hours per week.
2. Maximum amount of planning and preparation time for Finish, Enrich, and Engage is 2 hours per week.
3. CTU members will be compensated consistent with Article 31, Section 10 (Staff/Community Engagement Days) of the collective bargaining agreement first, then if needed participants will be paid following the in-service instructor rate as referenced in Appendix A.
4. This MOU expires June 30, 2022.

SIGNED AND AGREED TO BY:

FOR THE UNION:



Shari Obrenski, President  
Cleveland Teachers Union

10.29.21  
Date

FOR THE DISTRICT:



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

10/29/2021  
Date