

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

**RE: Building Substitutes for the 2021-2022 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 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 it is critically important to ensure that the District has consistent staff assigned to school buildings and to ensure that there is coverage for teachers who may be out for approved leaves, the District and the CTU agree that the following processes will be implemented for the 2021-2022 academic year:

1. The District will assign a substitute for professional staff members who will be on a long-term approved Family Medical Leave (FMLA).
2. Each building will be assigned a building substitute based on the following criteria:
  - a. If a building has fewer than fifty (50) licensed/certificated teachers, one (1) building substitute will be assigned;
  - b. If a building has fifty (50) or more licensed/certificated teachers, two (2) building substitutes will be assigned.
  - c. Building substitutes will be selected according to Article 23, Section 9 (B).
3. Building substitutes will be compensated in accordance with Appendix A. They will be paid for all teacher workdays, including professional development days beginning with the first workday after accepting the position.
4. There will be no change to any long-term substitute assignments already in place.
5. This MOU expires on June 30, 2022.

SIGNED AND AGREED TO BY:

FOR THE UNION:

Shari Obrenski  
Shari Obrenski, President  
Cleveland Teachers Union

8.6.21  
Date

FOR THE DISTRICT:

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

Digitally signed by Eric S. Gordon  
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Date: 2021.08.06 15:36:41 -0400

August 6, 2021  
Date