

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

Revised Building Substitutes Placement 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, the number of substitutes needed to fill, long-term openings in the district has reached a serious level, while the District is suffering a shortage of substitutes.

Whereas the shortage of substitutes is not unique to Cleveland, it is essential to do all that, we can in the District to attempt to resolve issues of unfilled positions throughout the District.

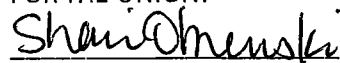
Whereas it is critically important to ensure that, the District has consistent staff assigned to school buildings filling open allocations and to ensure that there is coverage for teachers who may be out for approved leaves.

The District and CTU agree that the following processes will be implemented beginning October 11, 2021.

- 1) The District will redeploy building substitutes into long-term positions or day-to-day positions.
- 2) Since Building Substitutes had a reasonable expectation for a long-term assignment for the 21/22 School year, the District and CTU have agreed to the following two options for building substitutes that are in building substitute jobs as of 10/1/2021 (*Attachment A- Building Substitutes 10/2021*).
 - a. Option 1: Take another long-term assignment. Building Substitute jobs will be bridged and continue to accumulate days towards 61 days in the assignment as if it is the same assignment. The district will bridge the current building substitute position with another long-term job that is showing in smartfind as ending after 12/31/2021 or listed as an "Open Position".
 - b. Option 2: Work at least 165 days in the 21/22SY. At the end of the school year, anyone who is in a building sub position as of October 1, 2021 and completes 165 days, will be paid the 61-day rate for all days worked past 61 days (days 61 to 165+). A one-time payment no later than the July 20, 2022 pay will occur.
- 3) Any building substitute who does not select one of the above options for the remainder of the 21/22 school year will receive the regular daily pay.
- 4) This MOU will replace the Building Substitute MOU 2021-2022 implemented on August 6, 2021
- 5) This MOU expires on June 30, 2022

SIGNED AND AGREED TO BY:

FOR THE UNION:



Shari Obrenski, President
Cleveland Teachers Union

10/4/21

Date

FOR THE DISTRICT:

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

10/4/2021

Date

Attachment A: Building Substitutes as of 10/1/2021

Locaion Name	Reason Name	Assigned Substitute Access ID	Assigned Substitute Name
CLARA E WESTROPP ELEMENTARY	BUILDING SUB	502099	Alodat, Fatmeh
CLEVELAND SCHOOL OF SCI & MED @JOHN HAY	BUILDING SUB	503176	Anderson-Little, Katrina
RHODES SCHOOL OF ENVIRONMENTAL STUDIES	BUILDING SUB	494390	Antolik, Brenda
MARION-STERLING ELEMENTARY	BUILDING SUB	499629	Aughburns, Ayana
RIVERSIDE ELEMENTARY	BUILDING SUB	501767	Austin, Richard
NEWTON D BAKER ELEMENTARY	BUILDING SUB	423153	Banks, Crystal
FACING HISTORY HIGH SCHOOL	BUILDING SUB	501823	Barcus, Marilyn
WALTON ELEMENTARY	BUILDING SUB	499464	Barnhill, Antoinette
MARY M BETHUNE ELEMENTARY	BUILDING SUB	501371	Billey, Ardis
WHITNEY YOUNG ELEMENTARY	BUILDING SUB	501585	Blakely, Donna
PATRICK HENRY ELEMENTARY	BUILDING SUB	493453	Bogarty, Korita
Downtown Ed Cntr/Juvenile Detention Center	BUILDING SUB	502963	Boyle, Kathleen
EAST CLARK ELEMENTARY	BUILDING SUB	496501	Brown, Ukeba
COLLINWOOD HIGH SCHOOL	BUILDING SUB	501750	Butler, Ora
JOHN MARSHALL INFORMATION TECHNOLOGY	BUILDING SUB	494577	Caldwell, Danielle
DENISON ELEMENTARY	BUILDING SUB	493218	Carpenter, Christine
NEW TECH WEST HIGH SCHOOL	BUILDING SUB	427594	Carter, Rogelio
WILLIAM C BRYANT ELEMENTARY	BUILDING SUB	434113	Cary, James
JOHN MARSHALL CIVIC & BUSINESS	BUILDING SUB	428346	Deering, Patrick
CAMPUS INT HIGH SCHOOL South	BUILDING SUB	499394	Dillon, Michael
MILES PARK ELEMENTARY / E 93rd	BUILDING SUB	498709	Draper, Darlene
GLENVILLE HIGH SCHOOL	BUILDING SUB	462429	Eason-Montgomery, Andretta
GARRETT MORGAN SCHOOL OF LEADERSHIP & INNOVATION	BUILDING SUB	492963	Eaton, Latonya
SUNBEAM ELEMENTARY	BUILDING SUB	504113	Fischer, Heather
LOUISA M ALCOTT ELEMENTARY	BUILDING SUB	462927	Fletcher, Francis
HARVEY RICE ELEMENTARY	BUILDING SUB	472141	Gibson, David
WILBUR WRIGHT ELEMENTARY	BUILDING SUB	418994	Gindraw, Claudia
GARRETT MORGAN ENGINEERING & INNOVATION	BUILDING SUB	494399	Gobeille, Laura
WAVERLY: ELEMENTARY	BUILDING SUB	496759	Goss, Calandra
PAUL DUNBAR ELEMENTARY	BUILDING SUB	503844	Greene, Diondra
BENJAMIN FRANKLIN ELEMENTARY	BUILDING SUB	504155	Greer, Delvonte
WARNER GIRLS LEADERSHIP ELEMENTARY	BUILDING SUB	503553	Hardy, LaShawn

Attachment A: Building Substitutes as of 10/1/2021

ADLAI STEVENSON ELEMENTARY	BUILDING SUB	494684	Harrell, Carlton
TREMONT ELEMENTARY	BUILDING SUB	503530	HARRIS, LISA
WADE PARK ELEMENTARY	BUILDING SUB	426260	Hicks-White, Monzella
JOHN MARSHALL ENGINEERING	BUILDING SUB	503350	Hinton, Robin
DANIELE MORGAN ELEMENTARY	BUILDING SUB	501810	Jackson, RaShawn
CAMPUS INTLE ELEMENTARY K-8 North	BUILDING SUB	504118	Jensen, Emma
CAMPUS INTLE ELEMENTARY K-8 North	BUILDING SUB	503726	Job, Mica
EAST TECHNICAL HIGH SCHOOL	BUILDING SUB	423084	Johnson, June
ALMIRA ELEMENTARY	BUILDING SUB	501558	Johnson, Ronika
NATHAN HALE ELEMENTARY	BUILDING SUB	428756	Johnson, Wendy
GARFIELD ELEMENTARY	BUILDING SUB	496763	Johnson-Tannan, Metisha
NEWCOMERS ACADEMY @THOMAS JEFFERSON	BUILDING SUB	434178	Kahn, Hal
GINN ACADEMY @Margaret Spellacy	BUILDING SUB	429408	Kane, Francine
HANNAH GIBBONS STEM ELEMENTARY	BUILDING SUB	503544	KENT, BRITTANY
DAVIS AEROSPACE & MARITIME HIGH SCHOOL	BUILDING SUB	462148	Kovac, Frank
JOSEPH M GALLAGHER ELEMENTARY	BUILDING SUB	493454	Larue, Michael
CLEVELAND EARLY COLLEGE HIGH SCHOOL @ JOHN HAY	BUILDING SUB	502576	Lassiter-Black, Marie
DIKE SCHOOL OF ARTS	BUILDING SUB	503349	MACK, KAILYN
BOLTON ELEMENTARY	BUILDING SUB	462445	Macklin, Madeleine
WILLSON ELEMENTARY	BUILDING SUB	424289	Marsaw, Aniel
WILLIAM RAINEY HARPER	BUILDING SUB	496364	Martin Silva, M Jennifer
BUHRER ELEMENTARY	BUILDING SUB	501391	Mason, Natalya
CLEVELAND SCHOOL OF ARCH & DESIGN @ JOHN HAY	BUILDING SUB	496393	Mcclay Reynolds, Tye'shae
MEMORIAL ELEMENTARY	BUILDING SUB	434474	Millsape, Gertrude
FRANKLIN D ROOSEVELT ELEMENTARY	BUILDING SUB	503408	Mitchell, Jaleesa
ORCHARD SCHOOL OF SCIENCE ELEM	BUILDING SUB	493220	Moore, Adrienne
DESIGN LAB EARLY COLLEGE	BUILDING SUB	501619	Morrow, Diauntae
MILES ELEMENTARY	BUILDING SUB	495620	Nelson, Laquetha
KENNETH W CLEMENT ELEMENTARY	BUILDING SUB	499676	Nicholson, Glori
EUCLID PARK ELEMENTARY	BUILDING SUB	500210	Oliver, Ashley
WADE PARK ELEMENTARY	BUILDING SUB	499110	Patrick, Raynard
MC2 STEM TRI-C 10TH GRADE	BUILDING SUB	503308	Patterson, Hannah
ARTEMUS WARD ELEMENTARY	BUILDING SUB	503852	Paulic, Viktoria
CLARK ELEMENTARY	BUILDING SUB	434850	Phelps, William

Attachment A: Building Substitutes as of 10/1/2021

VALLEY VIEW ELEMENTARY	BUILDING SUB	498721	Pinkney, Donna
HALLE ELEMENTARY	BUILDING SUB	498109	Pollard, Theresa
ANTON GRDINA ELEMENTARY	BUILDING SUB	472144	Rice, Anita
MAX S HAYES HIGH SCHOOL	BUILDING SUB	497068	Robinson, Ashley
ROBERT H JAMISON	BUILDING SUB	499292	Robinson, Rita
LOUIS AGASSIZ ELEMENTARY	BUILDING SUB	436817	Romanos, Denise
BARD HS EARLY COLLEGE WEST CAMPUS	BUILDING SUB	503794	SHAH, SWEER
STONEBROOK WHITE MONTESSORI CAMPUS	BUILDING SUB	496786	Sharp, Deborah
SCRANTON ELEMENTARY	BUILDING SUB	427777	Skladany, Rosemarie
MARY B MARTIN ELEMENTARY	BUILDING SUB	501710	Smith, Jacqueline
MARION C SELTZER ELEMENTARY	BUILDING SUB	502578	Sovie, Kerry
JOHN F KENNEDY	BUILDING SUB	495894	Stewart Gotel, Stacy
ROBINSON G JONES ELEMENTARY	BUILDING SUB	502804	Taylor, Allison
CLEVELAND SCHOOL OF THE ARTS	BUILDING SUB	434501	Teamor, Barrett
JOSEPH M GALLAGHER ELEMENTARY	BUILDING SUB	502177	Tingle, Barry
ANDREW J RICKOFF ELEMENTARY	BUILDING SUB	503161	Turner, Connie
JOHN ADAMS COLLEGE & CAREER ACADEMY	BUILDING SUB	420677	Turner, Tonyetta
DOUGLAS MACARTHUR GIRLS LEADERSHIP ACADEMY	BUILDING SUB	436629	Visi, Donnamarie
A.B HART ELEMENTARY	BUILDING SUB	501625	Wilson, Aristotle
LINCOLN WEST GLOBAL STUDIES	BUILDING SUB	422120	Zak, Catherine