

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

RE: Girls Rugby Program for the 2020-2021 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.

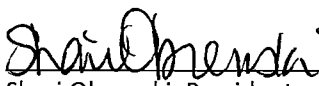
The District recognizes that all provisions in the Collective Bargaining Agreement (CBA) effective July 1, 2019 between the District and the CTU and future CBAs as ratified, as well as other binding agreements on the CTU and the District in the form of Memoranda of Understanding (hereinafter collectively "CBA"), shall remain in full force and effect.

Whereas the District and CTU wish to foster opportunities for students to participate in athletics and other extracurricular activities that are not specifically identified in the current CBA's Differential Listing;

Therefore, the District and the CTU agree that the District may elect to offer the following differential for the 2020-2021 academic year pursuant to the following terms and conditions:

1. The District may offer a Girls Rugby program at the John Marshall Campus. The program may be held during the spring 2021 season. The program will include one Head Coach Position to be paid a differential of \$3,867 and one Assistant Coach Position to be paid a differential of \$2,207 for the spring 2021 season, payable in Quarter 4.
2. John Marshall Campus will post this positions and follow the selection process outlined in Article 12, Section 1(A)(1);
3. The District will ensure compliance with Title IX under federal law;
4. This MOU expires June 30, 2021. The parties will meet within 60 days of expiration to determine the future of these programs, as well as potential expansion of these programs to other schools within the district.

SIGNED AND AGREED TO BY:
FOR THE UNION:

 Date 3/31/21
Shari Obrenski, President
Cleveland Teachers Union

FOR THE DISTRICT:

 Digitally signed by Eric S. Gordon
DN: cn=Eric S. Gordon, o=Cleveland Metropolitan
School District, ou=Chief Executive Officer,
email=eric.gordon@clevelandmetroschools.org,
c=US /Date March 31, 2021
Eric S. Gordon, Chief Executive Officer
Cleveland Metropolitan School District