

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

RE: Building Substitutes 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 due to the COVID-19 pandemic, 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 2020-2021 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. The District and the CTU will determine class coverage protocols for the first quarter of the 2020 – 2021 school year no later than September 15, 2020. Each school will determine how to assign class coverages per the coverage protocol via the process outlined in Article 9, Section 6.
5. There will be no change to any long-term substitute assignments already in place.

6. The District and the CTU agree to review the health guidelines and feasibility of this MOU no later than November 6, 2020 to recommend the approach for 2nd semester or to return to the contract language in Article 23 Section 9: Substitute Teachers.

7. This MOU expires on June 30, 2021.

SIGNED AND AGREED TO BY:

FOR THE UNION:

Shari Obrenski

Shari Obrenski, President
Cleveland Teachers Union

12-11-2020

Date

FOR THE DISTRICT:

Eric S. Gordon

Digitally signed by Eric S. Gordon
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District, email=Eric.Gordon@clevelandmetroschools.org, o=CS
Date: 2020.12.11 16:09:17 -0500

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

December 11, 2020

Date