

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

**RE: Model Lead Teacher Data Specialist position**

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 and enhance the shared responsibility to provide quality educational services for all District students.

The District recognizes that all provisions in the 2019-2020 Collective Bargaining Unit (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 are committed to ensure teachers have access to teachers who are trained to model instructional strategies, and

Whereas the District and CTU have committed to collaboratively design positions that will ultimately provide consistent, differentiated, and accountable supports to meet the needs of scholars to reach higher levels of academic achievement;

Therefore, the District and the CTU agree to the following terms and conditions regarding the responsibilities for Model Lead Teacher Data Specialists for the 2020-2021 school year:

1. Model Lead Teacher Data Specialists will serve in one of the following three grade bands: Early Learning (PreK-3), Middle Grades (4-8), or Secondary Grades (9-12);
2. Qualified candidates will possess a Bachelor's Degree in Education (or related field) with an emphasis in Elementary Math or Literacy, or Secondary Math or Literacy with a Master of Education preferred, but not required;
3. Qualified candidates will demonstrate a minimum of five (5) years of successful teaching experience in the desired grade band in either a regular or Special Education setting;
4. Qualified candidates will possess a strong understanding of data analysis and both formative and summative assessment, and familiar with appropriate tools and platforms for data collection, reporting, and analysis;
5. Model Lead Teacher Data Specialists may be assigned as school-based personnel or in a district- level team.
6. School-based Model Lead Teacher Data Specialists candidates will be interviewed and selected by the school's Personnel Selection Committee, as outlined in Article 12, Section 1 (A) (1), while District-based Model Lead Teacher Data Specialist candidates will be interviewed and selected by a District Personnel Selection Committee, as outlined in Article 12, Section I(A) (2);
7. Model Lead Teacher Data Specialists will follow a 400-minute day or 430-minute day, as is appropriate to their assigned worksite, and will be compensated accordingly.
8. Model Lead Teacher Data Specialists will be responsible for designing, leading, and implementing professional learning for the educators in their assigned worksite and/or in collaboration with other Model Lead Teacher Data Specialists for a larger district audience and may be compensated up to fifteen (15) additional days (90 hours) at the instructor in-service rate outside of the normal school day and/or year to provide or attend additional professional development;

9. Model Lead Teacher Data Specialists will also model instructional strategies and lessons to peers and provide assistance with lesson planning and assessment, one-on-one or with groups, such as TBTs;
10. Model Lead Teacher Data Specialists will work with school and district leaders to analyze school data to assist in identifying trends and priorities for school improvement;
11. This MOU expires June 30, 2021 but may be revised or extended as mutually agreed upon by the parties. Within 90 days of expiration of this MOU, the District and CTU shall review the outcomes and determine annual renewal.

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

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

December 11, 2020  
Date

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: 2020.12.11 08:06:12 -0500