

MEMORANDUM OF UNDERSTANDING BETWEEN
THE CLEVELAND METROPOLITAN SCHOOL DISTRICT AND THE CLEVELAND
TEACHERS UNION FOR THE 2021 SUMMER ENRICHMENT EXPERIENCE (SEE)

This is a Memorandum of Understanding between the Cleveland Metropolitan School District ("District") and the Cleveland Teachers Union, AFT Local 279, AFL-CIO ("CTU"), regarding the 2021 Summer Enrichment Experience ("SEE"). The parties agree to meet and to negotiate terms and conditions of employment for all other 2021 District sponsored Summer Learning Experience programs.

Whereas CTU and the District have made a commitment to extend learning for students PreK-12 by ensuring all students have equity of access and the opportunity to participate regardless of location in an exciting program that challenges them to be creators of knowledge, not just consumers of knowledge, that students receive personalized support to finish and accelerate learning aligned to academic needs focused on key standards per grade level in core subjects, and provide creative and risk-taking explorations of academic content with authentic demonstrations of learning are part of the SEE.

The parties agree that, notwithstanding the deadlines contained in Article 28, Section 3(B) of the Collective Bargaining Agreement ("CBA"), all applications for the 2021 SEE will be available on the WorkDay site, no later than **May 7, 2021**. Applications must be completed and submitted via WorkDay to The Talent Office by **May 14, 2021** by 5:00 p.m.

Evidence of submission will be provided to the applicant. Bargaining unit members may submit more than one 2021 Summer Learning Experience_application but will have those applications considered in the order in which they are submitted via WorkDay. The parties expressly acknowledge that the development of job postings and job applications does not guarantee that such positions will be available. Job postings will include the applicable information contained in the Memorandum of Understanding.

No later than **May 25, 2021**, each bargaining unit member shall be notified by District e-mail if he or she has a 2021 SEE assignment. Each bargaining unit member who fails to accept this assignment by District e-mail by 5:00 p.m. on **May 26, 2021** will forfeit his or her right to a 2021 SEE assignment.

- 1) The 2021 SEE programming will begin on **Monday, June 7, 2021**, and will end **Friday, August 6, 2021**. Session start and end dates vary depending on type of summer experience. (PreK-8, High School, Extended Year High School or Year Round High School). Each start and end session is highlighted in bullets 9, 10, 11 and 12 in this MOU.
- 2) All teachers must participate in three mandatory (6-hour) professional development sessions. The District will pay bargaining unit members their daily rate for completion of the three professional development days. If PD sessions fall within two pay periods, all days will be paid on the pay cycle during which all mandatory days are fully completed. Bargaining unit members who fail to participate in these mandatory sessions will be deemed to have declined a 2021 SEE position.
 - a) PreK-8 and Traditional High School
 - (1) Session 1 PD will be Tuesday, June 1, Wednesday, June 2 and Thursday June 3
 - (2) Session 2 PD will be Tuesday, July 6, Wednesday, July 7 and Thursday July 8
 - b) Extended Year High School
 - (1) Session 1 PD will be Tuesday, June 8, Wednesday, June 9 and Thursday June 10
 - (2) Session 2 PD will be Tuesday, July 6, Wednesday, July 7 and Thursday July 8
 - c) Year Round High School
 - (1) Only one session will be Tuesday, June 22, Wednesday, June 23 and Thursday June 24
- 3) All staff are required to report to their assigned buildings on the Friday before the first day of their session from 8:00 a.m. to 2:30 p.m. in order to prepare for students and attend a thirty (30) minute staff meeting. The District will pay bargaining unit members their daily rate for one room readiness day.

- a) PreK-8 and Traditional High School
 - (1) Friday, June 4th as room readiness and staff meeting day.
 - (2) Friday, July 9 as room readiness and staff meeting day.
- b) Extended Year High School
 - (1) Friday, June 11 as room readiness and staff meeting day.
 - (2) Friday, July 9 as room readiness and staff meeting day.
- c) Year Round High School
 - (1) Friday, June 25 as room readiness and staff meeting day.

4) The 2021 SEE will consist of 210 minutes per day

Daily Schedule (Monday through Friday):

8:00 a.m.	Paraprofessional arrival
8:05-a.m.	Teacher arrival/Transitional Support/Team Huddle
8:10 a.m. – 8:25 a.m.	Breakfast supervised by paraprofessionals/student arrival
8:30 a.m. – 12:00 p.m.	Teacher instructional time
12:00 p.m. – 1:00 p.m.	Lunch, supervised by paraprofessionals
12:00-12:30 p.m.	Teacher Room Readiness Time
12:30 p.m.	Teacher departure
12:45--1:00 p.m.	Student dismissal or Transition to Student Engagement
1:15 p.m.	Paraprofessional departure

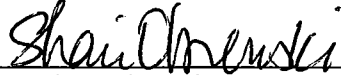
- 5) The following provisions in the CBA will be waived: Article 9, Section 4(F) [Teacher Day]; and Article 9, Section 3 [lunch periods].
- 6) All bargaining unit members will be paid 7/10 their daily rate for each day of the 2021 Summer Enrichment Experience. - **For Year-Round only session July 5, 2021-will be a paid holidays at 7/10 of their daily rate.**
- 7) The District and the CTU will jointly develop job postings and job applications for the following 2021 SEE positions: (1)General Education Teacher, (2)Intervention Specialist, (3)Encore Teacher, (4)TESOL Certified Teacher (as needed), (5)Educational Aide, (6)Sign Language Interpreter, (7)Instructional Assistant, (8)ELL Aide, (9)School Nurse, (10)High School Guidance Counselor and (11) RSP. **Newly added- Planning Center Instructional Assistants and Substitute Teachers**
- 8) Bargaining unit members may submit more than one 2021 SEE application but will have those applications considered in the order in which they are submitted via WorkDay. The parties expressly acknowledge that the development of job postings and job applications does not guarantee that such positions will be available. Job postings will include the applicable information contained in this Memorandum of Understanding. All assignments will be made based on seniority excepted as noted in #10 and #11.
- 9) A teacher who applies for a position in the 2021 SEE must be licensed/certified and currently teaching in the grade band for which applied (Pre-K only, K-3* band, 4-8 band, and 9-12 band) *Teachers applying for third grade must have the TGRG credentials to teach grade 3 students.
 - a) Placement for all General Education, Special Education and TESOL positions will be based on seniority within the grade band currently teaching. An exception to a seniority-based assignment shall be made if the teacher has been approved to teach an enrichment program they submitted via the accelerator grant application process.
 - b) Placement for all Encore positions will be based on seniority within the licensure area. An exception to a seniority-based assignment shall be made if the teacher has been approved to teach an enrichment program they submitted via the accelerator grant application process.
 - c) Placement of all teaching staff at the Thomas Jefferson, Newcomers Program must be TESOL certified.
- 10) Paraprofessional for an ELL Aide assignment will be based on language need determined by the District.

- 11) All applicants will be offered the opportunity to substitute in order of seniority if they are not selected for a summer position.
- 12) **The projected PreK-8 2021 SEE twenty-seven (27) sites are:** Adlai E. Stevenson, Albert B. Hart, Almira, Artemus Ward, Buhner , Campus International K8, Clark, Franklin D. Roosevelt, Garfield, George W. Carver, Halle, Hannah Gibbons, Harvey Rice, INA@Thomas Jefferson, Marion C. Seltzer, Mound, Oliver H. Perry, Orchard, Patrick Henry, Riverside, Robert Jamison, R. G. Jones, Wade Park, Waverly, William Cullen Bryant, William Rainey Harper, and Willson.
 - a) Session 1: June 7-July 2, 2021 and;
 - b) Session 2: July 12-August 6, 2021
- 13) **The projected Traditional High Schools 2021 SEE seven (7) sites are:** CSA, Design Lab, Garrett Morgan, Ginn, INA@Thomas Jefferson, John Marshall and Max Hayes.
 - a) Session 1: June 7 – July 2, 2021; and
 - b) Session 2: July 12- August 6, 2021
- 14) **The projected Extended Year High Schools 2021 SEE three (3) sites are:** Campus International, James F Rhodes and John F Kennedy.
 - a) Session 1: June 14 – July 2, 2021; and
 - b) Session 2: July 12- August 6, 2021
- 15) **The projected Year Round High Schools 2021 SEE three (3) sites are:** CSA, John Adams and Lakeside Campus.
 - a) Year Round will only have one session; and
 - b) Session will be June 28- July 23, 2021.
- 16) Applicants shall not be guaranteed an assignment at a particular site.
- 17) CTU will be supplied with the list of all bargaining unit members who apply for a 2021 SEE position, a list of all bargaining unit members awarded a position, and all bargaining unit members employed for the 2021 SEE. Employees will be compensated via the normal payroll cycles for work completed during 2021 SEE.
- 18) Professional Leave will not be granted during the 2021 SEE. This includes workshops, conventions, and conferences. There are no exceptions to this requirement. Bargaining unit members are permitted one absence. Any bargaining unit member who is absent on the second (2nd) day shall be deemed to have forfeited his/her SEE position unless medical verification is provided as documentation from a physician upon request of the 2021 SEE Site Supervisor. Bargaining unit members will be charged sick time for any absences unless the member indicates the day should be without pay in WorkDay.
- 19) Class size overages shall be calculated using the updated program roster on the 8th engagement day (*Session 1: 6/16/21 and Session 2: 7/21/21; Extended Year Session 1: 6/18/21 and Session 2: 7/21/21; and Year Round is 7/7/21*) of the 2021 SEE. Bargaining unit members shall be paid based on class size limits in Article 10 sections 1 and 3. Bargaining unit members will be compensated for class overages on the last pay of the 2021 SEE program if documentation is submitted by the 10th engagement day.
- 20) Special Substitute rates will be prorated to 7/10 of rate in Appendix A.
- 21) A commitment of a 2021 SEE assignment by the Talent office will guarantee a bargaining unit member an appointment for the duration of the applicable session, unless notified otherwise, no later than 4:00 p.m. on 5th day of the applicable session. However, a change in school or assignment may occur after that time if necessary. Bargaining unit members who are required to relocate assignments will be provided one-day total to both pack and move worksites.

- 22) All provisions of the CBA shall be in full force and effect except those mutually agreed to be modified.
- 23) This Memorandum of Understanding expires **September 1, 2021**. If there are any conflicting provisions with the current Collective Bargaining Agreement, this Memorandum of Understanding shall take precedence over the Collective Bargaining Agreement.

SIGNED AND AGREED TO BY:

FOR THE UNION:



Shari Obrenski
President
Cleveland Teachers Union

6.10.21

Date

FOR THE DISTRICT:

Eric S. Gordon
Chief Executive Officer
Cleveland Metropolitan School District

June 11, 2021

Date