MEMORANDUM OF UNDERSTANDING BETWEEN THE CLEVELAND METROPOLITAN SCHOOL DISTRICT
AND THE CLEVELAND TEACHERS UNION
FOR THE CONSOLIDATION AND STAFFING OF
JFK P.A.C.T., JFK E3AGLE, and WHITNEY YOUNG HIGH SCHOOLS

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

The District recognizes that all provisions in the 2019-2020 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 District needs to consolidate JFK P.A.C.T., JFK E3agle, and Whitney Young High Schools into one school beginning in the 2020-2021 school year, the following procedures will be followed in staffing this consolidated school. The CTU and District agree that it is in the best interest of the district and these schools to treat the educators within these buildings with professionalism and respect.

The parties agree that, JFK P.A.C.T., JFK E3agle, and Whitney Young High Schools will be consolidated into one school beginning in the 2020-2021 school year. The merged school will be housed at the JFK building.

1. The number of allocations for the consolidated JFK P.A.C.T., JFK E3agle, and Whitney Young High School staffs will be identified during the SBB process prior to OPI I.

2. Educators in the new consolidated school will be part of a collaborative teaching team that will provide an environment to:
   • Create and refine instructional units
   • Share best practices and be receptive of the best practices shared by others
   • Demonstrate instructional practice in the areas of personalized and project based learning
   • Participate in professional development to gain or enhance ability to effectively utilize personalized and project based teaching strategies.
   • Engage and respond to critical feedback from peers and support providers.
   • Participate in AVID training and implement AVID strategies to provide support for student success.

3. Should any member of the JFK P.A.C.T., JFK E3agle, and Whitney Young staff not wish to become part of the new JFK school, participate in mandatory professional development regarding AVID, and/or implement the AVID system as part of their practice, as determined by the JFK redesign team, they can volunteer to be a Necessary Transfer following the revised spring 2020-2021 staffing process. Every attempt will be made to honor the request, however it may be necessary to return a voluntary transfer to the campus.
4. After allocations are identified then, staff members from both schools will be combined and Necessary Transfers will be identified based on the lowest BEST Rubric points (Article 12, Section 2, B, 5) from JFK P.A.C.T., JFK E3agle, and Whitney Young schools by licensure/certification area.

5. Until a new chapter chair has been selected for the consolidated JFK campus per #7 below the school selection committee will following the committee representation outlined in Article 2, Section 3 (A)(5).

6. The Chairpersons as of April 17, 2020 from JFK P.A.C.T., JFK E3agle, and Whitney Young, respectively, shall be assigned to the consolidated school.

7. No later than August 14, 2020, the new JFK CTU members will elect one Chapter Chairperson to represent the new school for the remainder of the 2020-2021 term of office. This new Chair will replace the three Chairpersons from #5 above.

8. The consolidated JFK P.A.C.T., JFK E3agle, and Whitney Young staff will be the staff that moves into the JFK building in SY20-21.

9. None of the prior school specific differential and stipend positions from the three schools will be carried over to the new campus. All school specific differential and stipends positions will be posted at appropriate intervals relative to the position.

10. If allocations increase prior to the first day of school in the 2020-2021 school year, a teacher or paraprofessional identified for Necessary Transfer from JFK P.A.C.T., JFK E3agle, and Whitney Young with the next highest BEST Rubric points can rescind their Necessary Transfer if they wish to return.

11. Teachers and paraprofessionals identified for Necessary Transfer from JFK P.A.C.T., JFK E3agle, and Whitney Young shall be given first consideration should allocations increase during OPI II for the 2020-21 school year.

12. This MOU expires June 30, 2021 but will be reviewed for revision or renewal by the parties no later than ninety days (90) prior to the expiration of the agreement.

SIGNED AND AGREED TO BY:

FOR THE UNION:

Shari Obrenski, President
Cleveland Teachers Union

Date 4/22/2020

FOR THE DISTRICT:

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

Date 4/30/2020

CONSOLIDATION_MOU Final JFK_WYHS_SY2020-2021