MEMORANDUM OF UNDERSTANDING BETWEEN THE CLEVELAND METROPOLITAN SCHOOL
DISTRICT AND THE CLEVELAND TEACHERS UNION
FOR THE CONSOLIDATION AND STAFFING OF
NEW TECH, EAST TECH, JANE ADDAMS B.C.C. AND WASHINGTON PARK E.C. 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 New Tech, East Tech, Jane Addams BCC and Washington
Park EC 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, New Tech, East Tech, and Washington Park EC High Schools will be
consolidated into one school, East Tech Campus (ET) beginning in the 2020-2021 school year. The
Jane Addams Business Careers Center will consolidate into the East Tech Campus beginning in the
2021-2022 school year. ET Campus will be the primary site and the Washington Park Environmental
Center will serve as a learning lab for the environmental/agriculture sciences pathway during the
2020-2021 school year. The JABCC Culinary Lab/Executive Grille will house both the JABCC and East
Tech culinary programs for the 2020-2021 school year.

1. The number of allocations for the consolidated New Tech, East Tech, Jane Addams BCC, and
Washington Park EC High Schools will be identified during the SBB process prior to OPI I.
Teachers and paraprofessionals currently assigned to JABCC will return to the JABCC site
during the 2020-2021 school year per their best rubric score and as allocations exist.

2. Educators in the new consolidated school will be part of a collaborative teaching team that
will work to incorporate existing career pathways and explore new pathways as they build an
environment to integrated academic and technical experiences for the ET school community.

3. After allocations are identified then, staff members from all schools will be combined and
Necessary Transfers will be identified based on the lowest BEST Rubric points (Article 12,
Section 2, B, 5) from New Tech, East Tech, Jane Addams BCC and Washington Park EC schools
by licensure/certification area.

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4. Until a new chapter chair has been selected for the consolidated ET campus per #6 below the school selection committee will following the committee representation outlined in Article 2, Section 3 (A)(5).

5. The Chairpersons as of April 17, 2020 from New Tech, East Tech, and Washington Park EC, respectively, shall be assigned to the consolidated school.

6. No later than August 14, 2020, the new ET 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. Jane Addams BCC will maintain their status as a chapter for the 2020-2021 school year.

7. The staff moving into the ET building in the 2020-2021 school year will be the staff as identified in number one (#1) above. Using the process outlined in numbers one (#1) and three (#3) above the Jane Addams BCC staff will move into the ET campus in the 2021-2022 school year.

8. None of the prior school specific differential and stipend positions from the three schools, New Tech, East Tech, and Washington Park EC, will be carried over to the new campus in the 2020-2021 school year. All school specific differential and stipends positions will be posted at appropriate intervals relative to the position.

9. 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 New Tech, East Tech, Jane Addams BCC and Washington Park EC with the next highest BEST Rubric points can rescind their Necessary Transfer if they wish to return.

10. Teachers and paraprofessionals identified for Necessary Transfer from New Tech, East Tech, Jane Addams BCC and Washington Park EC shall be given first consideration should allocations increase during OPI II for the 2020-21 school year.

11. 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:

[Signature]
Shari Obrenski, President
Cleveland Teachers Union

Date: 4/22/2020

FOR THE DISTRICT:

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

Date: 4/23/2020

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