

**MEMORANDUM OF UNDERSTANDING BETWEEN THE
CLEVELAND METROPOLITAN SCHOOL DISTRICT AND THE
CLEVELAND TEACHERS UNION, AFT LOCAL 279, AFL-CIO
RESTORATIVE PRACTICES TRAINERS
2021-2024**

1. This Memorandum of Understanding is reached between the Cleveland Metropolitan School District (“District” or “CMSD”) and the Cleveland Teachers Union, AFT Local 279, AFL-CIO (“CTU”) on a non-precedent setting basis.
2. The District and the CTU agree that all provisions in the 2021-2023 Collective Bargaining Agreement 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.
3. The District and the CTU have agreed to the following provisions regarding certain terms and conditions of creating train the trainer positions for implementation of Restorative Practices districtwide.
 - a. Two CTU members from each Phase 1 School (see attachment) have been jointly selected by the Principal and Chapter Chair to be identified as a district Restorative Practices (RP) train the trainer.
 - b. CTU Members selected as RP Trainers have attended four days of Restorative Practices training with their building. They will also attend an additional three days of train the trainer professional development for Restorative Conferencing.
 - c. CTU Members selected for the RP Trainer position shall be required to engage in identified professional development. The RP Trainer will work with the Humanware Executive Director or his/her designee and the joint CMSD/CTU Code of Conduct committee for organizing, scheduling and implementing Restorative Practices training to assigned school sites. The joint Code of Conduct committee and Humanware Executive Director will create a training schedule for each training team.
 - d. The District will provide necessary materials and resources needed for conducting training.

- e. Each Restorative Practices trainer will receive a stipend of \$2000 total per training session. A training session consists of a total of four workdays: two work days for Introduction to Restorative Practices and Circles Training and two work days for Restorative Conferencing training, planning for the training and communicating with the district to insure needed materials are prepared. Payments will be made on a per day basis (\$500 per workday). Trainers shall not be assigned more than two training sessions per school year without the agreement of the CMSD/CTU Code of Conduct Committee.
- f. Unless expressly stated herein, all other terms of the CBA between the CTU and the Board of Education of the CMSD shall apply.
- g. This Memorandum of Understanding expires June 30, 2024.

Signed and agreed upon by:

By: Shari Obrenski
Shari Obrenski
President
Cleveland Teachers Union

12.3.2021
Date

By: Eric Gordon
Eric Gordon
Chief Executive Officer
Cleveland Metropolitan School District

12/03/2021
Date

Restorative Practices – Phase 1

The following schools are in Phase 1 of Restorative Practices training:

Anton Grdina
Benjamin Franklin
Bolton
Charles Mooney
Clark
Daniel E. Morgan
Euclid Park
Ginn Academy
James F. Rhodes
Mary B. Martin
Marion Seltzer

Memorial
Miles Park
New Tech Collinwood
Newton D. Baker
O.H. Perry
Orchard
Patrick Henry
Paul L. Dunbar
R. G. Jones
William C. Bryant
Willson