

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

**RE: Guidance Counselor Virtual School**

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

The District recognizes that all provisions in the current 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 CTU members hold teaching positions at the District's Virtual School;

Whereas there is less than 1.00 FTE of guidance counselor work that needs to be completed at the Virtual School;

Whereas a unique opportunity exists to combine and monitor the services provided as a licensed guidance counselor as well as supporting the work of a Virtual School licensed 1-8 teacher;

Therefore, the District and the CTU agree to the following terms and conditions regarding the unique position of providing services as a Guidance Counselor/Teacher at the Virtual School:

1. Guidance Counselor/Teacher will balance the workload between teacher and guidance counselor.
2. Guidance Counselor/Teacher will receive the Guidance Counselor Differential listed in Appendix A.
3. Guidance Counselor/Teacher will work a forty (40) week assignment following the language in Article 23, Section 7(c).
4. Guidance Counselor/Teacher will track her caseload and the amount of time she spends on Guidance Counselor work.
5. Guidance Counselor/Teacher and the Supervisor of the Virtual School will hold quarterly meetings in which they review the workload. If the workload exceeds what would be the equivalent of 0.5 FTE for a guidance counselor, it will be reported to the Talent Department and the CTU President.
6. This MOU is non-precedent setting and will expire June 30, 2021.

SIGNED AND AGREED TO BY:

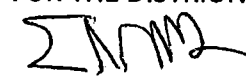
FOR THE UNION:



Shari Obrenski, President  
Cleveland Teachers Union

9/23/2020  
Date

FOR THE DISTRICT:



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

9/23/2020  
Date