

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

**RE: Office of Psychological Services-Special Education Department; Contractual hours and ODE Compliance**

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 with us 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 CBA's as ratified, as well as other binding agreements on the CTU and the District in the form of Memoranda of Understanding (herein after collectively "CBA"), shall remain in full force and effect.

Whereas, school psychologists have a 10 day extended contract; and

Whereas, these days are usually split, some for training at the beginning of the year and some for use throughout the year to meet federally required timelines pertaining to Evaluation Team Reports (ETRs); and

Whereas, recent Ohio Department of Education (ODE) audits have resulted in clearer rules and regulations designating that this work must now be completed prior to the end of the school year; and

Whereas, due to COVID19 schools were closed in March 2020; and

Whereas, while school psychologists continued to work, a portion of their work which would have been completed, remains to be completed in the 2020 -2021 SY; and

Whereas, the beginning of the school year for students has been pushed back to September 8, 2020;

Therefore the District and the CTU agree to the following terms and conditions:

1. School psychologists may start working the extended contract days upon the execution of this agreement. These 10 days of extended contractual time will be utilized as paid hours to complete the following, from the execution of this agreement until 10 days after the official last day of the 2020-2021 school year.
  - a. All work relating to ETR's, FBA's, and ALERTS
  - b. Special requests for assessment resulting from the COVID19 work interruption
  - c. SEL interventions, efforts and teacher support needs resulting from COVID19 student experiences
  - d. Specialized, additional training, (beyond required training) unique to school psychologists such as (but not limited to) specialized remote test administration
  - e. In the unique situation that ETR work is compliant and current, Management (Director of OPS) and UCC (UCC Chair) may prioritize departmental work for the use of extended time.
  - f. Special requests for use of time can be made for departmental committee work that advances the work of the OPS. Such requests should be made by committee chairs to Management and UCC Chair for approval.
2. All school psychologists will work the 10 extended contractual days from the execution of this agreement until 10 days after the official last day of the 2020-2021 school year. Each school psychologist will select how this time is used based on his or her workload requirements.
3. School psychologists with specialized positions will also need to meet with Management and the UCC Chair to develop an appropriate plan as it relates to their work, for the completion of the extended contract time. This meeting and plan must be approved by January 8, 2021

4. School psychologists will document the 10 contractual workdays, 60 hours, on the attached form, which includes documenting instructions and submittal dates.

5. This MOU expires June 30, 2021.

SIGNED AND AGREED TO BY:

FOR THE UNION:

Shari Obrenski

Shari Obrenski, President  
Cleveland Teachers Union

8/13/2020  
Date

FOR THE DISTRICT:

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

August 13, 2020

Date