

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

**RE: New Hire Placement for Members not on the Teacher Salary Scale**

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 the District and CTU recognize the importance of relevant experience when hiring employees; and

Whereas the CBA includes language for new hire and reclassification placement for employees on the Teacher Salary Schedule; and

Therefore, the District and the CTU agree to the following terms and conditions regarding salary placement for CTU members on 17 level salary schedule that is not the Teacher Salary Schedule:

1. For every 3 years of relevant health (LPNs only) experience in a district school/health institution, the member will be given one (1) level of credit on the corresponding salary schedule.
2. For Sign Language/Educational Interpreters, for every three (3) years of relevant interpreter experience in a school district/institution, the member will be given one (1) level of credit on the corresponding salary schedule.
3. When a Paraprofessional, reclassifies to a College Career and Community Coordinator (CCCC), salary will be determined by either
  - a. for every three (3) years of relevant experience the member will be given one (1) level of credit on the corresponding CDCS schedule, or
  - b. placed at the existing comparable salary.
4. When a member resigns and returns to the District, they will be given credit on the corresponding salary schedule at one (1) level of credit for every three (3) years of previous experience in the District, up to level 4
5. On the official hire date for any new hires, the District will share with the member, in writing the requirements to receive credit for previous years experience. The member will be start on the entry salary level until documentation is submitted and verified. The member must submit all documentation within 60 working days. The member's pay will be adjusted retroactive to the first day of work to reflect the new salary. If extenuating circumstances exist that do not allow the documentation to be submitted within 60 working days, the District and the CTU President or designee will review the case and determine if the pay adjustment should be retroactive to the start date, retroactive to the submission date, or denied. The placement on the corresponding CDCS salary schedule will be retroactive to the start of the 2021-2022 school year.

6. This MOU expires June 30, 2024.

SIGNED AND AGREED TO BY:  
FOR THE UNION:

Shari Obrenski /Date 3/18/22  
Shari Obrenski, President  
Cleveland Teachers Union

FOR THE DISTRICT:

\_\_\_\_\_/Date 03/19/2022  
Eric S. Gordon, Chief Executive Officer  
Cleveland Metropolitan School District