

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

RE: Substitute Teacher and Paraprofessional Incentive Opportunities

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 the CTU wish to create incentive opportunities for substitute teachers and paraprofessionals to provide more consistent and longer term commitments to a school based assignment;

Therefore, the District and the CTU agree that the District may elect to offer the following incentives for the 2022-2023 academic year pursuant to the following terms and conditions:

1. Substitute Teacher Incentive Opportunities outlined below. A substitute teacher may be eligible for both opportunities if they meet the criteria outline in each option below.
 - a. Opportunity One- All teacher substitutes who work at least 80% of the days that students are present in a quarter will receive a one-time bonus of \$540 per quarter.
 - i. If a district wide snow day is called, that will count as a day for all substitutes that were scheduled in Smart Find for a job at the time that school is closed.
 - ii. If individual building(s) close due to a calamity or illness, that day will not count unless the substitute picks up another job at a school that is open in the district.
 - b. A substitute teacher must work the minimum number of days per marking period listed below to receive the bonus.

Quarter	# of days with students present	Minimum Days to Work
1	42	34
2	38	30
3	47	38
4	48	38

- c. Opportunity Two -A substitute teacher who is assigned and working in one of 20 identified positions (primarily Middle School 6-8) for the 2nd semester; and who has completed the assignment and worked at least 88 days of the semester will receive a \$1000 completion incentive.
 - i. This will be paid in the July 20 paycheck (June 15 to June 30 pay dates); and
 - ii. Special privilege, sick and other non-worked days do not count toward the calculation of days.

2. Substitute Paraprofessional Incentive Opportunity

- a. All paraprofessional substitutes who work at least 80% of the days that students are present in a quarter will receive a one-time incentive of \$425 per quarter.
 - i. If a district wide snow day is called, that will count as a day for all substitutes that were scheduled in Smart Find for a job at the time that school is closed.
 - ii. If individual building(s) close due to a calamity or illness, that day will not count unless the substitute picks up another job at a school that is open in the district.
- b. A substitute paraprofessional must work the minimum number of days per marking period listed below to receive the incentive.

Quarter	# of days with students present	Minimum Days to Work
1	42	34
2	38	30
3	47	38
4	48	38

3. This MOU expires June 30, 2023. The parties will meet within 60 days of expiration to determine the future of this program.

SIGNED AND AGREED TO BY:

FOR THE UNION:



Shari Obrenski, President
Cleveland Teachers Union

12.5.22

Date

FOR THE DISTRICT:

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

December 5, 2022

Date