

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
CLEVELAND TEACHERS UNION, AFT LOCAL 279, AFL-CIO,
AND
THE CLEVELAND METROPOLITAN SCHOOL DISTRICT
REGARDING THE IMPLEMENTATION OF
SCHOOL BUILDING BASED STUDENT SUPPORT TEAMS (SSTs)**

This Memorandum of Understanding ("MOU") between the Cleveland Metropolitan School District ("the 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 and thus enhance the shared responsibility to provide quality educational opportunities for all District students.

The District recognizes that all provisions in the 2010-2013 Collective Bargaining Agreement between the District and CTU and future Collective Bargaining Agreements 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.

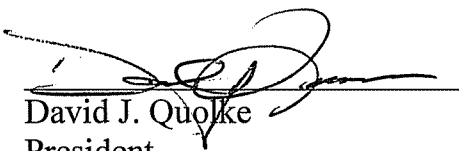
Student Support Teams were developed by the District's Humanware Executive Committee, which includes members of the District leadership team and members of the CTU Executive Board. Student Support Teams are designed to serve as evidence-based teams that utilize a data-driven multi-disciplinary problem solving approach to identify and monitor interventions for students screened for "early warning signs" of academic and social-emotional barriers to learning and behavior.

1. A Student Support Team (SST) shall be comprised of the Principal, a Teacher, and at least one School Support Personnel employee (school nurse, school psychologist, school social worker or school counselor) who will be assigned to the SST by the District.
2. Principals will be informed of the process for selection of the SST teacher by a member of the District's Humanware Executive Committee at the first district-wide principals meeting that follows the signing of this Memorandum of Understanding by both the District and CTU.
3. Chapter Chairpersons will be informed of the process for selection of the SST teacher by a member of the District's Humanware Executive Committee at the first CTU delegate assembly meeting that follows the certification of this Memorandum of Understanding by both the District and the CTU.
4. Each school Principal and Chapter Chairperson will collaboratively present the opportunity to apply to be the teacher representative on the SST to their school faculty at the first school faculty meeting that follows the meetings of the Principals and Chapter Chairpersons described in (2) and (3) outlined above.
5. Teachers interested in being selected as the teacher representative on the SST must apply through a letter of interest to the Principal and the Chapter Chairperson within fourteen calendar days of being notified of the opportunity, as described in (4) above.
6. Using the minimum criteria provided by the Humanware Executive Committee, the Principal and Chapter Chairperson, by written mutual agreement, will select one (1) teacher as the teacher representative on the SST from the pool of applicants. If an additional team is needed in a school, the Principal and the Chapter Chairperson must notify the Humanware Executive Committee for approval.
7. Selection of the teacher representative of the SST shall occur annually, and the teacher representative will serve on the SST for the full academic year. A teacher who has served on the SST in a previous

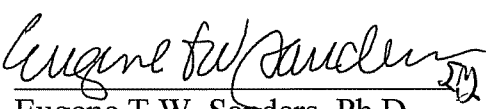
school year shall be eligible to reapply annually. Beginning with the selection of the teacher representative for the 2010-11 school year, the selection of the teacher representative for the next academic year shall occur no earlier than the first working day in May of each academic year and shall be completed no later than the last working day of the academic year.

8. SST meetings will be held on the same day and period each week during the school year. Additional meetings, scheduled by mutual consent of the SST core team, may be scheduled as necessary. If there is a need for a meeting beyond the school day, and a CTU Bargaining Unit Member is invited by the SST core team and in attendance, the CTU Bargaining Unit Member will be paid the in-service instructor rate for that meeting. Any part of an hour will be considered an hour. Additionally, the Principal shall submit a roster of the school's three SST core team members and the school's SST meeting schedule to the Humanware Executive Committee no later than September 20, 2010.
9. In elementary and K-8 buildings, the core teacher representative will be assigned (1) less teaching assignment per week than the maximum number of teaching assignments outlined in the CBA.
10. In High Schools, the core teacher representative will be assigned one (1) less forty-five (45) minute teaching assignment or for the class period length as defined in the school's approved Academic Achievement Plan (AAP). The teacher selected for the SST will have the choice of either being released from homeroom responsibilities (everyday) or the core teacher representative can select one period of class coverage per week in lieu of one planning period per week, freeing the core teacher representative to meet once a week during his/her planning period.
11. The SST will meet every week for the equivalent of one class period (e.g., 50 minutes in K-8 schools, 45 minutes in high schools, or for the class period length as defined as in the school's approved Academic Achievement Plan (AAP) and attendance to this meeting will be considered the teacher representative's teaching assignment. Schools that use a block schedule format will still be required to ensure their SST meets weekly for a 45 minute period of time.
12. Whenever any other CTU Bargaining Unit Member is invited to attend an SST meeting, class coverage will be provided or the Member will be compensated class coverage if it is during their planning time or lunch (if the member agrees).
13. This MOU expires on June 30, 2011.

Signed and agreed upon by:

By: 
David J. Quolke
President
Cleveland Teachers Union

9/2/10
Date

By: 
Eugene T.W. Sanders, Ph.D.
Chief Executive Officer
Cleveland Metropolitan School District

Date