

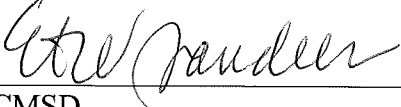
MEMORANDUM OF UNDERSTANDING BETWEEN
THE CLEVELAND MUNICIPAL SCHOOL DISTRICT AND
THE CLEVELAND TEACHERS UNION, AFT LOCAL 279, AFL-CIO

RE: Ginn Academy – 09-10 SCHOOL YEAR

1. The instructional day for students will follow the approved Cleveland Municipal School District school calendar. There will be a maximum of ten days mandatory professional development, as agreed upon by written mutual agreement of the school leader and the Union Chapter Chair, for the Ginn Academy staff that will occur immediately prior to the opening of school.
 - a. Mandatory professional development window, August 10, 2009 through August 21, 2009. This mandatory professional development will be six hours per day paid at the in-service instructor rate specified in the current CBA.
 - b. Department Heads and Special Education Liaisons are to report to their school all day for two days prior to the beginning of the school year and immediately prior to the mandatory professional development window outlined in 1(a) above, and will be paid on a prorated basis according to their ensuing year's annual contract salary, as stipulated in Article 23 Section 23(B)(1)(d) of the CBA.
 - c. Voluntary professional development day – August 24, 2009
 - d. Mandatory professional development days – August 25 and August 26, 2009
 - e. First day of instruction – August 27, 2009
 - f. Last day of instruction – June 09, 2010
 - g. For c-f above, all bargaining unit members will be paid at the appropriate daily instructional rate specified in the current CBA
 - h. All contractual vacation periods, holidays and designed professional development days, including the two (2) voluntary professional days, shall be recognized and observed. The respective schools remain responsible for planning these professional development days in accordance with Article 9, section 2 of the CBA.
 - i. The duty day for the certificated CTU bargaining unit members assigned full-time to the Ginn Academy shall be four hundred (400) minutes and the instructional day for certificated CTU bargaining members assigned to the Ginn Academy shall be two hundred ninety (290) minutes. The instructional day for students will be from 8:00 A.M. through 2:30 P.M. CTU teachers are required to report ten minutes prior to the instructional day. The workday for paraprofessionals assigned to the Ginn Academy shall be seven and three-quarter hours excluding lunch.
 - j. Paraprofessionals may be required to attend all mandatory school professional development days by joint agreement of the principal, the work-site chapter chair, and the building para-professional representative and will be paid for six hours per day at the appropriate paraprofessional in-service instructor rate.

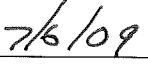
2. Throughout the school year, teachers shall be required to engage in additional professional development either during or outside the regular school day. However, this additional professional development shall not exceed the equivalent of fifteen (15) professional development days as stipulated in the schools' Academic Achievement Plan (AAP). Participants shall be paid at the appropriate in-service instructor rate. Teachers may be required to participate in externships and supervision of student field experiences as part of this professional development time.
3. Teachers are required to collaborate with other teachers. Teachers may be assigned to teaching teams. Teachers assigned to teaching teams shall be required to collaborate with team members in the planning, preparation and delivery of interdisciplinary units of instruction. Teaching will be based on a curriculum designed specifically for the Ginn Academy that may utilize project based instruction, differentiated instruction, and flexible grouping, that all focus on gender specific pedagogies. Teachers will also collaborate with other teachers for assessment and data analysis purposes.
4. Teachers will be required to collaborate with representatives from the partnering institutions to expand student learning opportunities. Depending on the funds available, staff will voluntarily attend conferences related to single gender education, unless specifically mandated in the AAP. The CTU teacher shall remain in charge of the class, as would any regular teacher. The CTU teacher shall be responsible for student grades.
5. There shall be no traditional homeroom at the school. Accordingly, the approximate fifteen (15) minutes traditionally allocated to homeroom shall be utilized as advisory time or as specified in the AAP.
6. Each bargaining unit member will be required to participate in the student advisory activities that shall occur during the school day. The Administration, respective school faculty and CTU representative shall determine the procedures for such advisory activities on a written mutual agreement.
7. Selection of teachers and other CTU members at Ginn Academy will be based on interviews with the Personnel Selection Committee as defined in Article 12, Section 1(B) of the CBA. The Personnel Selection Committee shall include Ted Ginn Sr. The principal and chapter chair shall agree to the total number of candidates to be interviewed and shall ensure that 50% of those interviewed be existing bargaining unit members, should sufficient member interest in the position exist.
8. The teachers will perform other duties and responsibilities as listed in the attached posting once approved by both CMSD and CTU.

9. This Memorandum shall remain in effect through the duration of the 2009-10 school year.
10. Unless expressly stated herein, all other terms of the Collective Bargaining Agreement (CBA) between the CTU and the Board of Education of the CMSD shall apply.


CMSD


Date


CTU


Date