

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

RE: Girls & Boys Leadership Academies 2009-2010 School Year

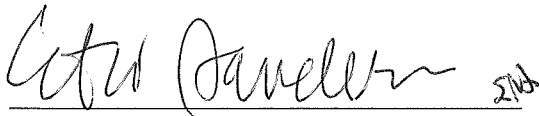
- 1) There shall be an extended school year. The school year shall begin five (5) days prior to the official opening of the 2009-2010 school year and end five (5) days after the official closing of the 2009-2010 school year equaling ten (10) days, or its equivalent.
 - a) Subject Area Specialists and Special Education Liaisons are to report to their school all day August 12 and August 13 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.
 - b) Voluntary Professional Development Day – August 14, 2009.
 - c) Mandatory Professional Development Days – August 17, 18, 19 and 26, 2009
 - i) Mandatory four (4) Professional Development Days prior to the start of school.
 - ii) This number includes the two (2) mandatory days as directed by the district.
 - d) All Single Gender Academies shall have three (3) School-Wide Professional Development Days of collaborative professional development.
Dates: October 16, 2009, January 15, 2010 and March 19, 2010
 - e) First day of instruction (grades 1, 2, 3 & 4) – August 20, 2009.
 - i) PreK and K Phase in days August 20, 21 and 24, 2009
 - f) Last day of instruction – June 16, 2010
 - i) PreK Sterilization and Clean Up – June 15 and 16, 2010
 - ii) Last day for staff – June 17, 2010
 - g) All bargaining unit members, including extra support personnel (ESPs, related service personnel, itinerant special education teachers, and substitutes) will be paid at the appropriate daily instructional rate specified in the current CBA. This payment will reflect the additional calendar days and extended time for the days and times for which these bargaining unit members are assigned to these schools.
 - h) All contractual vacation periods, holidays and designated 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 length of the school day for the teachers assigned full-time to the Gender Leadership Academies shall be from 7:50 a.m. – 3:30 p.m. The length of the instructional school day for students shall be from 8:00 a.m. -3: 30 p.m.
 - j) Paraprofessionals will work the standard 7 ¾ hour workday excluding lunch.
 - k) 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.
 - l) Bargaining unit members will be required to participate in a 2 hour per week professional learning community during the school day. The weekday designated for this activity will be determined locally at each site through a written mutual agreement between the Head of School, the Chapter Chair and the Union Conference Committee.
 - m) Single Gender Academies shall adhere to the one (1) hour staff meeting per month, according to the CBA.
 - n) 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 rate.
- 4) Teachers are required to collaborate with other teachers/staff. Teachers may be assigned to teaching teams. Teachers assigned to teaching teams shall be required to collaborate with team members in the planning, preparation, delivery and assessment of interdisciplinary units of instruction. Teaching will be based on gender specific curricula pedagogies. Differentiated instruction, flexible grouping, and/or multi-age groupings will be utilized to ensure student success.
 - 5) Teachers will be required to collaborate with representatives from the partnering institutions to expand student learning opportunities. Teachers shall remain in charge of their class(es), as would any regular teacher. The teacher shall be responsible for student grades.
 - 6) The teachers will perform other duties and responsibilities as listed in the attached job description posting.
 - 7) All CTU positions will be filled through an interview procedure with the Personnel

Selection Committee as defined in Article 12, Section 1 (B) of the CBA. 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) This Memorandum shall remain in effect through the duration of the 2009-2010 school year.
- 9) 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.
- 10) The District recognizes that all provisions in the 2007-2010 CBA between the District and the CTU as well as other binding agreements on the CTU and the District in the form of a Memorandum of Understanding (hereinafter collectively CBA) shall remain in full force and effect.


CMSD

7/6/09
Date


CTU

7/6/09
Date