

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

1. This Memorandum of Understanding is reached between the Cleveland Municipal School District ("District" or "CMSD") and the Cleveland Teachers Union, AFT Local 279, AFL-CIO ("CTU") on a non-precedent setting basis.
2. The District and the CTU agree that all provisions in the 2000-2007 Collective Bargaining *Agreement* 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.
3. The District and the CTU have agreed to the following provisions regarding certain terms and conditions of employment for bargaining unit members selected as Peer Literacy Coach and Peer Mathematics Coach.
 - a. Teacher selected as Peer Literacy Coaches will possess a valid Ohio Teaching Certificate/License in K-8, 1-8, or 4-9 (ELA) and a valid Reading Endorsement and/or a Masters Degree in Reading.
 - b. Teachers selected as Peer Mathematics Coaches will possess a valid Ohio Teaching Certificate/License in K-8, 1-8, or 4-9(Math) and preferably a Masters Degree in Mathematics.
 - c. Teachers selected as Peer Literacy Coaches will possess five years, or more, of successful teaching experience in Reading K-8 within the CMSD.
 - d. Teachers selected as Peer Mathematics Coaches will possess five years, or more, of successful teaching experience in Mathematics K-8 within the CMSD.
 - e. Teachers selected for the respective positions shall be required to engage in identified professional development outside the regular school day and school year, including AFT/ER&D Reading or Mathematics components. However, this professional development time shall not exceed the equivalent of fifteen (15) professional development days and shall be in addition to the professional development provided for in Article 9, Section 2, of the *CBA*. Participants shall be paid at the appropriate in-service rate.
 - f. The CTU and the District shall each appoint two members to a four-member interview team that interviews and selects the teachers for the positions. Assignments

for those teachers selected shall be determined by the District. Teachers may be assigned to more than one worksite, but no more than three worksites.

- g. Upon agreement of the CTU and the District, a teacher selected as a Coach shall be returned to a classroom position. In addition, any teacher selected as a Coach who requests to return to a classroom position must submit that request in writing to both the CTU and the District by May 1, 2007. Coaches who returned to a classroom position will be treated as Necessary Transfers as per Article 18, Section 1 of the *CBA*.
- h. Teachers selected as Coaches will not be eligible for summer school employment.
- i. Unless expressly stated herein, all other terms of the *CBA* between the CTU and the Board of Education of the CMSD shall apply.
- j. This *Memorandum of Understanding* expires June 30, 2007.

AGREED:

By:

Joanne DeMarco
President
Cleveland Teachers Union

Date

1/11/07

By:

Chief Academic Officer
Cleveland Municipal School District

Date

1/10/07

sln

MoU Peer Literacy & Math Coach 12-06

**CLEVELAND MUNICIPAL SCHOOL DISTRICT
JOB DESCRIPTION**

TITLE: Peer Literacy Coach
REPORTS TO: Deputy Chief Curriculum and Instruction/Principal
PAY RATE: Per CTU/CMSD Agreement
WORK YEAR: Per CTU/CMSD Agreement
WORK DAY: Per CTU/CMSD Agreement

DUTIES AND RESPONSIBILITIES:

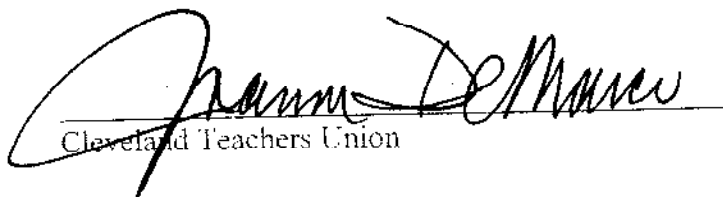
1. Conducts demonstration lessons and assists with curriculum planning;
2. Conducts focused observation and provides specific feedback to classroom teachers;
3. Assists teachers in assessing and diagnosing student literacy deficiencies and planning appropriate, current research-based literacy instruction;
4. Provides formal and informal professional development related to both research and practice for classroom teachers;
5. Plans and facilitates teacher study groups related to literacy;
6. Collaborates with other Peer Literacy Coaches;
7. Participates in the school improvement process for assigned schools;
8. Attends mandatory identified professional development outside the regular school day and school year, including AFT-ER&D reading components;
9. Performs other duties consistent with the functions of the job;
10. Accepts an assignment of multiple worksites.

QUALIFICATIONS:

1. Possesses a valid Ohio Elementary K-8 or 1-8 or 4-9 (ELA) Teaching Certificate/License;
2. Possesses a valid Reading Endorsement and/or a Masters Degree in Reading;
3. Possesses five years, or more, of successful teaching experience in Reading, K-8 in the Cleveland Municipal School District;
4. Possesses communication and interpersonal skills necessary to establish and maintain positive, collegial relationships with peers; and
5. Possesses the ability to mentor, support, and model research-based reading instructional strategies for other teachers.


Cleveland Municipal School District

1/10/07
Date


Cleveland Teachers Union

1/11/07
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**CLEVELAND MUNICIPAL SCHOOL DISTRICT
JOB DESCRIPTION**

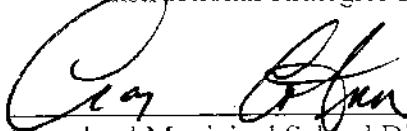
TITLE: Peer Mathematics Coach
REPORTS TO: Deputy Chief Curriculum and Instruction/Principal
PAY RATE: Per CTU/CMSD Agreement
WORK YEAR: Per CTU/CMSD Agreement
WORK DAY: Per CTU/CMSD Agreement

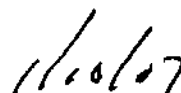
DUTIES AND RESPONSIBILITIES:

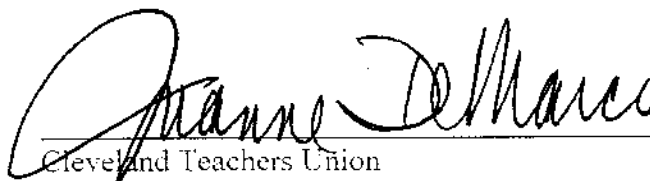
1. Conducts demonstration lessons and assists with curriculum planning;
2. Conducts focused observation and provides specific feedback to classroom teachers;
3. Assists teachers in assessing and diagnosing student mathematics deficiencies and planning appropriate, current research-based literacy instruction;
4. Provides formal and informal professional development related to both research and practice for classroom teachers;
5. Plans and facilitates teacher study groups related to mathematics;
6. Collaborates with other Peer Mathematics Coaches;
7. Participates in the school improvement process for assigned schools;
8. Attends mandatory identified professional development outside the regular school day and school year, including AFT/ER&D mathematics components;
9. Performs other duties consistent with the functions of the job;
10. Accepts an assignment of multiple worksites.

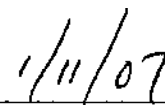
QUALIFICATIONS:

1. Possesses a valid Ohio Elementary K-8 or 1-8 or 4-9 (Math) Teaching Certificate/License;
2. Possesses a valid Masters Degree in Mathematics (preferred);
3. Possesses five years, or more, of successful teaching experience in mathematics, K-8 in the Cleveland Municipal School District;
4. Possesses communication and interpersonal skills necessary to establish and maintain positive, collegial relationships with peers; and
5. Possesses the ability to mentor, support, and model research-based mathematics instructional strategies for other teachers.


Cleveland Municipal School District


Date


Cleveland Teachers Union


Date

sln

job description: Peer Mathematics Coach