

Cleveland Teachers Union Local 279

Tentative Agreement February 13, 2017 Part 2 of 2

Articles and Sections not contained in this Tentative Agreement remain unchanged. Please refer to your 2013 - 2016 Collective Bargaining Agreement for current language.

Bold denotes new language.
Strikethrough denotes removal of language.
Rationale is in italics.

APPENDIX A

TEACHER'S DIFFERENTIATED COMPENSATION SALARY SCHEDULE

Level	2015-2016	2016-2017	2017-2018	2018-2019
		2%	2.75%	2.75%
1	\$42,637	\$43,490	\$44,686	\$45,915
2	\$46,240	\$47,165	\$48,462	\$49,795
3	\$51,258	\$52,283	\$53,721	\$55,198
4	\$54,934	\$56,033	\$57,574	\$59,157
5	\$59,065	\$60,246	\$61,903	\$63,605
6	\$63,810	\$65,086	\$66,876	\$68,715
7	\$66,703	\$68,037	\$69,908	\$71,831
8	\$69,056	\$70,437	\$72,374	\$74,364
9	\$71,491	\$72,921	\$74,926	\$76,987
10	\$73,650	\$75,123	\$77,189	\$79,312
11	\$75,689	\$77,203	\$79,326	\$81,507
12	\$77,594	\$79,146	\$81,322	\$83,559
13	\$79,352	\$80,939	\$83,165	\$85,452
14	\$80,949	\$82,568	\$84,839	\$87,172
15	\$82,578	\$84,230	\$86,546	\$88,926

PER DIEM RATE FOR SUBSTITUTE TEACHERS

Inexperienced Substitute	2015-2016	2016-2017	2017-2018	2018-2019
A. Per Day	130.09	132.69	136.34	140.09
B. Per day on the 6 th day and each succeeding day in the same assignment	145.05	147.95	152.02	156.20
C. Per day on the 61 st day and each succeeding day in the same assignment	152.30	155.35	159.62	164.01

Experienced Substitutes:

Those who have had two or more years of regular teaching experience, have had 120 or more days of substitute teaching service during each of the two school years immediately prior to reappointment or appointment.

	2015-2016	2016-2017	2017-2018	2018-2019
A. Per Day	145.05	147.95	152.02	156.20
B. Per day on the 6 th day and each succeeding day in the same assignment	168.57	171.94	176.67	181.53
C. Per day on the 61 st day and each succeeding day in the same assignment	176.99	180.53	185.49	190.60

Fair Share

All substitutes must either join the CTU or pay fair share fees which are prorated annually. There is a packet of information concerning fair share fees and agency fee procedures available in both the personnel office and the CTU office. Unless you complete payroll deduction cards to become a full dues paying member, you will be added to the CTU roster as a fair share fee payer, NOT entitled to CTU voting privileges or \$1,000,000 liability insurance coverage through the American Federation of Teachers.

Senate Bill 38 – Criminal Records Check

Ohio Senate Bill 38 requires criminal records check of applicants who have applied to a school district for employment in any position as a persona responsible for the care, custody or control of a child. When an applicant is under final consideration of hire, he/she will be given information regarding the records check by the personnel office. Records checks are made through the Ohio Bureau of Criminal Identification and/or the Federal Bureau of Investigation.

MISCELLANEOUS RATES OF PAY

	2015-2016	2016-2017	2017-2018	2018-2019
1. Special Substitute				
a. Per period as assigned by Principal	24.68	25.17	25.87	26.58
b. Per day for 1/3 of an elementary or K-8 self-		56.16	57.71	59.29

contained class when a substitute teacher is requested but not available	55.06			
2. In-Service Instructor	41.16	41.98	43.14	44.32
3. In-Service Workshop and Curriculum Development	27.47	28.02	28.79	29.58
4. LD Tutors and Hourly Teachers (Primary Job)				
Step 1	29.14	29.72	30.54	31.38
Step 2	29.95	30.55	31.39	32.25
Step 3	30.78	31.40	32.26	33.15
Step 4	31.61	32.24	33.13	34.04
Step 5	32.45	33.10	34.01	34.94
Step 6	33.28	33.95	34.88	35.84
Step 7	34.10	34.78	35.74	36.72
5. Adult Education Teachers Regular Teachers (Primary Job)				
a. BA Degree	39.12	39.90	41.00	42.13
b. BA Degree + 15 Sem. Hours	41.67	42.50	43.67	44.87
c. MA Degree	44.21	45.09	46.33	47.61
d. MA Degree + 30 Sem. Hrs	47.62	48.57	49.91	51.28
6. School Camp Nurse				
Per day for five day week (8 am M to 3:30p F)	198.17	202.13	207.69	213.40
7. Homeroom Teacher for Live-in Camp (Per night)	84.22	85.90	88.27	90.69
8. Hourly rate for Teachers employed by the Board but not under a limited or continuing contract:				
a. Non-Regular Teaching Employee	28.44	29.01	29.81	30.63
b. Regular Cleveland Teaching Employee	29.14	29.72	30.54	31.38
9. Summer School – The hourly rate paid summer school teachers shall be a rate calculated by multiplying the teacher's daily base rate by .125 or the prevailing hourly in-service workshop rate, whichever may be higher				
10. LD Tutors and Hourly Teachers (Secondary Job)				

Step 1	27.47	29.01	29.81	30.63
Step 2	28.23	29.72	30.54	31.38
Step 3	29.02	28.02	28.79	29.58
Step 4	29.80	28.79	29.59	30.40
Step 5	30.58	29.60	30.41	31.25
Step 6	31.36	30.40	31.23	32.09
Step 7	32.15	31.19	32.05	32.93
11. Adult Education Teachers Regular Teachers (Secondary Job)				
a. BA Degree	36.87	37.61	38.64	39.70
b. BA Degree + 15 Sem. Hours	39.27	40.06	41.16	42.29
c. MA Degree	41.67	42.50	43.67	44.87
d. MA Degree + 30 Sem. Hours	44.89	37.61	38.64	39.70

**SIGN LANGUAGE/EDUCATIONAL INTERPRETERS
2016-2017**

Employment	District			
			2015-2016	2016-2017
1-20 years	1-4 years		31,962	32,601
	5-11 years		33,044	33,705
	12-14 years		33,201	33,865
	15-16 years		33,354	34,021
	16+ years		33,509	34,179
21 years	16+ years		34,644	35,337
26 years	16+ years		35,924	36,642
31 years	16+ years		37,649	38,402
36 years	16+ years		39,548	40,339

**SIGN LANGUAGE/EDUCATIONAL INTERPRETERS
2017-2018 and 2018-2019**

Level	2017-2018	2018-2019
1	31,906	32,783
2	34,602	35,553
3	38,357	39,412
4	41,108	42,238
5	44,199	45,414
6	47,750	49,063
7	49,914	51,287
8	51,675	53,096
9	53,497	54,968
10	55,113	56,628
11	56,639	58,196
12	58,064	59,661
13	59,380	61,013
14	60,575	62,241
15	61,794	63,493

Rationale: Creates placement language for sign language interpreters and paraprofessionals transitioning to teacher positions.

**EDUCATIONAL AIDES, PARENT MENTORS, COMMUNITY AIDES/TITLE I, BUILDING
ADMINISTRATOR AIDES, INSTRUCTIONAL ASSISTANTS
2016-2017 AND TRANSITION CALCULATION**

Employment	District					Transition calculation	
			2015- 2016	2016- 2017		2016-2017 + 2.75%	2017- 2018 Level
1-4 years	1-4 years		23,002	23,462		24,107	1

		5-11 years		23,781	24,257		24,924	1
		12-14 years		23,891	24,369		25,039	2
		15-16 years		24,003	24,483		25,156	2
		16+ years		24,114	24,596		25,273	2
5-8 years		5-11 years		27,591	28,143		28,917	5
		12-14 years		27,720	28,274		29,052	5
		15-16 years		27,848	28,405		29,186	5
		16+ years		27,977	28,537		29,321	6
9-12 years		9-11 years		28,001	28,561		29,346	6
		12-14 years		28,132	28,695		29,484	6
		15-16 years		28,265	28,830		29,623	6
		16+ years		28,393	28,961		29,757	6
13-20 years		13-14 years		28,749	29,324		30,130	6
		15-16 years		28,884	29,462		30,272	6
		16+ years		29,017	29,597		30,411	7
21 years		16+ years		30,156	30,759		31,605	8
26 years		16+ years		31,497	32,127		33,010	9
31 years		16+ years		33,166	33,829		34,760	11
36 years		16+ years		35,059	35,760		36,744	12

**EDUCATIONAL AIDES, PARENT MENTORS, COMMUNITY AIDES/TITLE I, BUILDING
ADMINISTRATOR AIDES, INSTRUCTIONAL ASSISTANTS
2017-2018 AND 2018-2019**

2017-2018

Level		CC 48	CC 96
1	25,000	648	1,296
2	26,072	651	1,301
3	27,144	653	1,306
4	28,216	656	1,311
5	29,288	658	1,316
6	30,360	661	1,321
7	31,432	663	1,326
8	32,504	666	1,331
9	33,576	668	1,336
10	34,648	671	1,341
11	35,720	673	1,346
12	36,792	676	1,351
13	37,864	678	1,356
14	38,936	681	1,361
15	40,008	683	1,366

2018-2019

Level		CC 48	CC 96
1	25,688	666	1,332
2	26,789	669	1,337
3	27,890	671	1,342
4	28,992	674	1,347
5	30,093	676	1,352
6	31,195	679	1,357
7	32,296	681	1,362
8	33,398	684	1,368
9	34,499	686	1,373
10	35,601	689	1,378
11	36,702	692	1,383
12	37,804	695	1,388
13	38,905	697	1,393
14	40,007	700	1,398
15	41,108	702	1,404

**COMPUTER TECHNICIANS, INSTRUCTIONAL AIDES, PCIA's, OT/PT ASSISTANTS, YRC
COORDINATORS
2016-2017 AND TRANSITION CALCULATION**

Employment		District				Transition calculation	
				2015-2016	2016- 2017	2016-2017 + 2.75%	2017- 2018 Level
1-20 years		1-4 years		31,962	32,601	33,498	1
		5-11 years		33,044	33,705	34,632	2
		12-14 years		33,201	33,865	34,796	3

		15-16 years		33,354		34,021	34,957	3
		16+ years		33,509		34,179	35,119	3
21 years		16+ years		34,644		35,337	36,309	4
26 years		16+ years		35,924		36,642	37,650	6
31 years		16+ years		37,649		38,402	39,458	8
36 years		16+ years		39,548		40,339	41,448	12

COMPUTER TECHNICIANS, INSTRUCTIONAL AIDES, PCIA's, OT/PT ASSISTANTS, YRC COORDINATORS

2017-2018 AND 2018-2019

2017-2018		2018-2019	
Level		Level	
1	34,000	1	34,935
2	34,786	2	35,743
3	35,572	3	36,550
4	36,358	4	37,358
5	37,144	5	38,165
6	37,930	6	38,973
7	38,716	7	39,781
8	39,502	8	40,588
9	40,288	9	41,396
10	41,074	10	42,204
11	41,860	11	43,011
12	42,646	12	43,819
13	43,432	13	44,626
14	44,218	14	45,434
15	45,004	15	46,242

ATTENDANCE SPECIALIST 1s AND ATTENDANCE LIAISONS

Employment	District	2015-2016	2016-2017	2017-2018	2018-2019
1 year	1-4 years	28,221	28,785	29,577	30,390
	5-11 years	29,176	29,760	30,578	31,419
	12-14 years	29,314	29,900	30,723	31,567
	15-16 years	29,452	30,041	30,867	31,716
	16+ years	29,598	30,190	31,020	31,873
2 years	2-4 years	29,671	30,264	31,097	31,952

	5-11 years	30,676	31,290	32,150	33,034
	12-14 years	30,821	31,437	32,302	33,190
	15-16 years	30,965	31,584	32,453	33,345
	16+ years	31,107	31,729	32,602	33,498
3 years	3-4 years	30,846	31,463	32,328	33,217
	5-11 years	31,888	32,526	33,420	34,339
	12-14 years	32,040	32,681	33,580	34,503
	15-16 years	32,191	32,835	33,738	34,666
	16+ years	32,341	32,988	33,895	34,827
4 years	4 years	32,341	32,988	33,895	34,827
	5-11 years	33,435	34,104	35,042	36,005
	12-14 years	33,594	34,266	35,208	36,176
	15-16 years	33,749	34,424	35,371	36,343
	16+ years	33,906	34,584	35,535	36,512
5 years	5-11 years	34,553	35,244	36,213	37,209
	12-14 years	34,716	35,410	36,384	37,385
	15-16 years	34,875	35,573	36,551	37,556
	16+ years	35,038	35,739	36,722	37,731
6-20 years	6-11 years	36,150	36,873	37,887	38,929
	12-14 years	36,320	37,046	38,065	39,112
	15-16 years	36,489	37,219	38,242	39,294
	16+ years	36,660	37,393	38,422	39,478
21-25 years	16+ years	37,686	38,440	39,497	40,583
26-30 years	16+ years	38,997	39,777	40,871	41,995
31-35 years	16+ years	40,616	41,428	42,568	43,738
36 years	16+ years	42,547	43,398	44,591	45,818

**HOURLY RATES FOR SUBSTITUTES FOR
EDUCATIONAL AIDES, PARENT MENTORS,
COMMUNITY AIDES/TITLE I,
BUILDING ADMINISTRATOR AIDES,
INSTRUCTIONAL ASSISTANTS**

Years	2015-2016	2016-2017
1-4 years	9.53	9.72
5-8 years	11.05	11.27

**HOURLY RATES FOR SUBSTITUTES
FOR COMPUTER TECHNICIANS,
INSTRUCTIONAL AIDES, PCIA's,
OT/PT ASSISTANTS, YRC
COORDINATORS**

Years	2015-2016	2016-2017
1-20 years	13.27	13.53
21	13.70	13.97

9-12 years		11.22	11.44
13-20 years		11.47	11.70
21 years		11.89	12.13
26 years		12.46	12.71
31 years		13.09	13.35
36 years		13.84	14.12

26	14.18	14.46
31	14.85	15.15
36	15.62	15.93

Job Class **Classification**

650330 Day Care Technician

<u>Employment Year</u>	<u>District Years</u>	2015-16	2016-17	2017-18	2018-19
1	1-4 years	23508.70	23978.87	24638.29	25315.85
	4-11 years	24306.61	24792.74	25474.54	26175.09
	12-15 years	24418.96	24907.34	25592.29	26296.08
	15-16 years	24536.52	25027.25	25715.5	26422.67
	16+ years	24647.83	25140.78	25832.16	26542.54

Job Class **Classification**

650110 School Staff
Aide

	2016-17	2017-18	2018-19
Minimum	25,467.57	26,167.93	26,887.55
Maximum	32,962.28	33,868.74	34,800.13

<u>Job Class</u>	<u>Classification</u>			
650355	Instructional Aide – Adult Education, Hourly			
650342	Instructional Technician – Adult Education, Hourly			
<u>Employment Year</u>	<u>District Years</u>	2015-16	2016-17	2017-18
1-17	1-17	18.86	19.23	19.76
18-20	17+	18.94	19.32	19.85
21	17+	19.50	19.89	20.44
26	17+	20.22	20.62	21.19
31	17+	21.19	21.61	22.21
36	17+	22.31	22.76	23.38

<u>Job Class</u>	<u>Classification</u>
650020	Educational Aide – Adult Education Hourly
650025	Child Care Aide
650055	Child Care Aide - Magnets

<u>Employment Year</u>	<u>2016-2017</u>	<u>2017-2018</u>	<u>2018-2019</u>	<u>2016-17</u>		<u>2017-18</u>	<u>2018-19</u>		
				College Credit *(48)	College Credits *(96)	College Credit *(48)	College Credit *(96)	College Credit *(48)	College Credit *(96)
1 – 4	13.84	14.22	14.61						
5 – 8	15.63	16.06	16.50	0.38	0.75	0.39	0.77	0.40	0.79
9 – 12	16.29	16.74	17.20	0.38	0.75	0.39	0.77	0.40	0.79
13 – 20	16.65	17.11	17.58	0.38	0.75	0.39	0.77	0.40	0.79
21	17.29	17.76	18.25	0.38	0.75	0.39	0.77	0.40	0.79
26	18.09	18.59	19.10	0.38	0.75	0.39	0.77	0.40	0.79
31	19.04	19.56	20.10	0.38	0.75	0.39	0.77	0.40	0.79
36	20.13	20.68	21.25	0.38	0.75	0.39	0.77	0.40	0.79

*College Credits differential per 48 quarter hours. Maximum of 96 quarter hours.

Social Worker/Parent Education Counselor

	1-Jul-16	1-Jul-16	1-Jul-17	1-Jul-17	1-Jul-18	1-Jul-18
Step	B.A.	M.A.	B.A.	M.A.	B.A.	M.A.
1	32,819	37,284	33,721	38,309	34,649	39,363
2	33,845	38,321	34,776	39,375	35,732	40,458
3	35,872	40,370	36,859	41,480	37,872	42,620
4	36,537	41,040	37,542	42,168	38,574	43,328

5	38,612	43,136	39,674	44,322	40,765	45,541
6	41,677	46,233	42,823	47,504	44,000	48,810
7	42,916	47,483	44,096	48,789	45,309	50,131
8	44,247	48,824	45,464	50,167	46,714	51,547
9	45,989	50,586	47,254	51,977	48,554	53,406
10	47,032	51,638	48,325	53,058	49,654	54,517
11	48,433	53,056	49,764	54,515	51,133	56,015
12	49,800	54,440	51,170	55,938	52,577	57,476
13	51,707	56,360	53,129	57,910	54,590	59,503
14	52,629	57,292	54,076	58,868	55,563	60,487
15	52,629	57,292	54,076	58,868	55,563	60,487
16	52,743	57,409	54,194	58,987	55,684	60,610
17	52,743	57,409	54,194	58,987	55,684	60,610
18	52,743	57,409	54,194	58,987	55,684	60,610
19	52,743	57,409	54,194	58,987	55,684	60,610
20	52,743	57,409	54,194	58,987	55,684	60,610
21	53,882	58,974	55,364	60,596	56,887	62,263
22	53,882	58,974	55,364	60,596	56,887	62,263
23	53,882	58,974	55,364	60,596	56,887	62,263
24	53,882	58,974	55,364	60,596	56,887	62,263
25	53,882	58,974	55,364	60,596	56,887	62,263
26	54,921	60,021	56,431	61,671	57,983	63,367
27	54,921	60,021	56,431	61,671	57,983	63,367
28	54,921	60,021	56,431	61,671	57,983	63,367
29	54,921	60,021	56,431	61,671	57,983	63,367
30	54,921	60,021	56,431	61,671	57,983	63,367
31	55,958	61,067	57,497	62,747	59,078	64,472
32	55,958	61,067	57,497	62,747	59,078	64,472
33	55,958	61,067	57,497	62,747	59,078	64,472
34	55,958	61,067	57,497	62,747	59,078	64,472
35	55,958	61,067	57,497	62,747	59,078	64,472
36	58,025.51	63,157	59,621	64,894	61,261	66,679

HEARING OFFICERS/CLASSIFIED

Step	2016-2017	2017-2018	2018-2019
1	43,472	44,668	45,896
2	44,766	45,997	47,262
3	46,152	47,421	48,725
4	47,970	49,289	50,644

5	49,056	50,405	51,791
6	50,519	51,908	53,335
7	51,914	53,342	54,808
8	53,936	55,419	56,943
9	54,897	56,407	57,958
10	54,897	56,407	57,958
11	55,015	56,528	58,082
12	55,015	56,528	58,082
13	55,015	56,528	58,082
14	55,015	56,528	58,082
15	55,015	56,528	58,082
16	56,205	57,751	59,339
17	56,205	57,751	59,339
18	56,205	57,751	59,339
19	56,205	57,751	59,339
20	56,205	57,751	59,339
21	57,287	58,863	60,481
22	57,287	58,863	60,481
23	57,287	58,863	60,481
24	57,287	58,863	60,481
25	57,287	58,863	60,481
26	58,368	59,974	61,623
27	58,368	59,974	61,623
28	58,368	59,974	61,623
29	58,368	59,974	61,623
30	58,368	59,974	61,623
31	60,527	62,191	63,902

HOURLY RATE FOR ALL SUBSTITUTE PARAPROFESSIONALS

Inexperienced Substitute	2017-2018	2018-2019
A. Per hour – Day-to-Day	15.00	15.41
B. Per hour on the 6 th day and each succeeding day in the same assignment	15.75	16.18
Experienced Substitute		
A. Per hour – Day-to-Day	16.00	16.44
B. Per hour on the 6 th day and each succeeding day in the same assignment	16.75	17.21

Experienced Substitutes are those who have had two or more years of regular substitute experience, have had 120 or more days of substitute service during each of the two school years immediately prior to reappointment or appointment.

Rationale: Increases the para sub rate and creates an experienced para sub rate.

SUPPLEMENTAL DIFFERENTIATED STIPENDS LISTINGS

All Bargaining Unit Members where noted by “*”; otherwise the Supplemental Differentiated Stipends apply only to Certificated/Licensed Bargaining Unit Members.

Stipend	Description	Annual Stipend	Payment Date
Meeting AAP Goals*	Academic Achievement Plan goals CMSD will meet with CTU to share the targets and data source by October 1 st or the first workday thereafter. The CTU will provide input and feedback within 5 working days. If no goals are set by October 15 th , default to previous school year’s goals.	1,250	30 working days after data is received and validated by the District

Meeting CFL Goals*	Conditions for Learning goals CMSD will meet with CTU to share the targets and data source by October 1 st or the first workday thereafter. The CTU will provide input and feedback within 5 working days. If no goals are set by October 15 th , default to previous school year's goals.	900	30 working days after data is received and validated by the District
Hard to Staff Schools*	Designated by Board of Education as Hard to Staff	1,000	1,2,3,4
Hard to Staff Subjects/Grade Levels	Designated by Board of Education as Hard to Staff	1,000	1,2,3,4
Lead Professional Educator License	Attainment or first renewal, if not previously compensated	1,000	30 working days after license is submitted to District
Senior Professional Educator License	Attainment or first renewal, if not previously compensated	800	30 working days after license is submitted to District
Master Teacher Status	Attainment or first renewal, if not previously compensated	250	30 working days after status is awarded by District
Step Up to Quality*	\$100 per star earned for 4 or 5 star sites	400 - 500	30 working days after SUTQ rating is received by District
National Board Certified	Attainment or first renewal, if not previously compensated	250	30 working days after certification is submitted to District

Rationale: Memorializes list of supplemental differentiated stipends and includes sign language interpreters.

Creates stipend for Step Up to Quality.

Includes paraprofessionals on meeting AAP and CFL goals, hard-to-staff schools and Step Up to Quality stipends.

CDCS New Hire Salary Placement Criteria for Certificated/Licensed Members

1. For every three years of experience in another district/school, the member will be given one (1) level of credit on the CDCS Schedule.
2. For every three years of relevant and/or specialized experience identified for a specific teaching position, the member will be given one (1) level of credit on the CDCS Schedule.

3. For CMSD Sign Language/Educational Interpreters who transition, or have transitioned since July 1, 2013, to a teacher position, the member will be placed at the corresponding level on the Teacher Salary Schedule.
 4. For members who completed the Teacher Track V or VI on the Paraprofessional Career Ladder, the member will be given credit for half of their years of service as a paraprofessional and then given one (1) level of credit on the CDCS Schedule for every three (3) years of service.
 5. For members with an “Accomplished” OTES rating (or the equivalent from another Danielson-anchored evaluation system) from the previous school year, the member will be given one (1) level of credit on the CDCS Schedule.
 6. For members who have retired from any school district, the member will be placed at Level One on the CDCS Schedule.
 7. Any other mutually agreed upon criteria per Article 30, Section 2(C).
- Rationale: Memorializes placement criteria for new hires.*

DIFFERENTIAL LISTINGS

ALL EXTRACURRICULAR ACTIVITIES ARE CONTINGENT UPON AVAILABLE FUNDS

Senior High	Position Title	Annual Differential 2016-17	Annual Differential 2017-18	Annual Differential 2018-19	Payment Quarter
840110	Athletic Director, Sr.	5,445	5,595	5,749	1, 2, 4
840140	Coach, Baseball, Sr.	3,627	3,727	3,829	4
840150	Coach, Basketball, Boys, Sr.	3,627	3,727	3,829	2
840490	Coach, Basketball, Girls, Sr.	3,627	3,727	3,829	2
840280	Coach, Bowling, Sr.	1,542	1,584	1,628	1
840160	Coach, Cross Country, Boys, Sr.	1,542	1,584	1,628	1
840500	Coach, Cross Country, Girls, Sr.	1,542	1,584	1,628	1
840540	Coach, Fencing, Sr.	1,542	1,584	1,628	3
840170	Coach, Football, Sr.	3,627	3,727	3,829	1
840180	Coach, Golf, Sr.	1,542	1,584	1,628	1
840530	Coach, Gymnastics, Sr.	1,542	1,584	1,628	*
840720	Coach, Soccer, Sr.	1,542	1,584	1,628	1
840480	Coach, Softball, Girls, Sr.	3,627	3,727	3,829	4
840800	Coach, Swimming	1,542	1,584	1,628	2

840190	Coach, Tennis, Boys, Sr.	1,542	1,584	1,628	4
840200	Coach, Tennis, Girls, Sr.	1,542	1,584	1,628	1
840210	Coach, Track, Boys, Sr.	3,627	3,727	3,829	4
840510	Coach, Track, Girls, Sr.	3,627	3,727	3,829	4
840460	Coach, Track, Outdoor Only, Boys, Sr.	1,814	1,864	1,915	4
840740	Coach, Track, Outdoor Only, Girls, Sr.	1,814	1,864	1,915	4
840520	Coach, Volleyball, Girls, Sr.	3,627	3,727	3,829	1
840220	Coach, Wrestling, Sr.	3,627	3,727	3,829	2
840230	Asst. Coach, Baseball, Sr.	2,070	2,127	2,185	4
840240	Asst. Coach, Basketball, Boys, Sr.	2,070	2,127	2,185	2
840750	Asst. Coach, Basketball, Girls, Sr.	2,070	2,127	2,185	2
840560	Asst. Coach Cross Country, Boys, Sr.	1,285	1,320	1,357	1
840820	Asst. Coach, Cross Country, Girls, Sr.	1,285	1,320	1,357	1
840250	Asst. Coach, Football, Sr.	2,070	2,127	2,185	1
840580	Asst. Coach, Gymnastics, Sr.	1,285	1,320	1,357	*
840810	Asst. Coach, Soccer, Sr.	1,285	1,320	1,357	1
840550	Asst. Coach, Softball, Girls, Sr.	2,070	2,127	2,185	4
840470	Asst. Coach, Swimming	1,285	1,320	1,357	2
840260	Asst. Coach, Track, Boys, Sr.	2,070	2,127	2,185	4
840760	Asst. Coach, Track, girls, Sr.	2,070	2,127	2,185	4
840570	Asst. Coach, Track Outdoor, Boys	1,285	1,320	1,357	4

840790	Asst Coach, Track, Outdoor, Girls	1,285	1,320	1,357	4
840100	Ass. Coach, Volleyball	2,070	2,127	2,185	1
840270	Asst. Coach, Wrestling, Sr.	2,070	2,127	2,185	2
840120	Intramural Director, Boys, Sr.	1,453	1,493	1,534	1, 2, 3, 4
840130	Intramural Director, Girls, Sr.	1,453	1,493	1,534	1, 2, 3, 4
840290	Band Director, Sr.	2,178	2,238	2,299	1, 2, 3, 4
840700	Orchestra, Director, Sr.	1,088	1,118	1,149	1, 2, 3, 4
840350	Vocal Music Director, Sr.	1,632	1,677	1,723	1, 2, 3, 4
840300	Drill Team Sr. (min 12 students)	1,584	1,628	1,672	1, 2, 3, 4
840780	Highstepper, Sr. (Min 12 students)	1,584	1,628	1,672	1, 2, 3, 4
840310	Cheerleader Sponsor, Sr.	1,584	1,628	1,672	1, 2, 3, 4
840320	Dramatics, Director, Sr.	2,178	2,238	2,299	1, 2, 3, 4
840330	Newspaper Advisor	2,543	2,613	2,685	1, 2, 3, 4
840340	Yearbook Advisor, Sr.	2,395	2,461	2,529	1, 2, 3, 4
840960	Majorettes (min. 7 students)	791	813	835	1, 2, 3, 4
840970	Flag Squad (min. 7 students)	791	813	835	1, 2, 3, 4
840900	Testing Coordinator	3,500	3,500	3,500	1, 2, 3, 4

Rationale: Renames the Proficiency Test Consulting Teacher to Testing Coordinator and increases the stipend.

Student Council Advisor

One (1) unassigned period, per day, to work with Student Council

Senior Class Advisor

One (1) unassigned period, per day, to work with Senior Class

*Not currently being offered

The Senior High athletic director, head football coach, and four (4) assistant coaches will receive two – nineteenth (2/19) of the ensuing year's salary for pre-season football practice.

The head volleyball coach, head cross – country coach, head girls tennis coach, head soccer coach, head golf coach, assistant volleyball coach, assistant cross country coach, assistant girls tennis coach, and assistant soccer coach will receive one – nineteenth (1/19) of the ensuing year’s salary for pre-season practice.

Rationale: Memorializes all coaching positions that receive a preseason differential.

MIDDLE/K-8 SCHOOLS

Middle School	Position Title	Annual Differential 2016-17	Annual Differential 2017-18	Annual Differential 2018-19	Payment Quarter
840620	Athletic Director (Must have responsibilities for 5+ sports)	1,814	1,864	1,915	1, 2, 4
840370	Coach, Basketball, Boys, Inter.	1,542	1,584	1,628	3
840590	Coach, Basketball, Girls, Inter.	1,542	1,584	1,628	1
840545	Coach, Fencing, Middle	1,542	1,584	1,628	3
840185	Coach, Golf, Middle	1,542	1,584	1,628	4
840380	Coach, Soccer, Inter.	1,542	1,584	1,628	1
840390	Coach, Track, Boys, Inter.	1,542	1,584	1,628	4
840600	Coach, Track, Girls, Inter.	1,542	1,584	1,628	4
840610	Coach, Volleyball, Girls, Inter.	1,542	1,584	1,628	1
840730	Coach, Wrestling, Inter.	1,542	1,584	1,628	1
840640	Ass. Coach, Track, Boys, Inter.	780	801	823	4
840770	Asst. Coach, Track, Girls, Inter.	780	801	823	4
840630	Asst. Coach, Soccer, Inter	780	801	823	1
840400	Intramural Director, Boys, Inter.	1,453	1,493	1,534	1, 2, 3, 4
840410	Intramural Director, Girls, Inter.	1,453	1,493	1,534	1, 2, 3, 4
840830	Intramural Director, Girls. Inter	1,453	1,493	1,534	1, 2, 3, 4
840710	Dramatics, Director, Inter.	1,088	1,118	1,149	1, 2, 3, 4

840430	Newspaper Advisor, Inter.	1,088	1,118	1,149	1, 2, 3, 4
840440	Vocal Music Director, Inter.	1,088	1,118	1,149	1, 2, 3, 4
840420	Intramural Music Director, Inter.	1,088	1,118	1,149	1, 2, 3, 4
840965	Majorettes (min. 7 students)	791	813	835	1, 2, 3, 4
840975	Flag Squad (min. 7 students)	791	813	835	1, 2, 3, 4
840305	Military Drill team (min. 7 students)	791	813	835	1, 2, 3, 4
840785	High Stepper (min 7 students)	791	813	835	1, 2, 3, 4
840375	Cheerleader Advisor	791	813	835	1, 2, 3, 4
840900	Testing Coordinator	3,500	3,500	3,500	1, 2, 3, 4

Rationale: Renames the Proficiency Test Consulting Teacher to Testing Coordinator and increases the stipend.

Student Council Advisor: One (1) unassigned period, per day, to work with Student Council.

(In all Senior High and in other schools with an enrollment of 1,501 or more)

SENIOR HIGH AND MIDDLE SCHOOL POSITIONS

Senior High & Middle School Positions	Position Title	Annual Differential 2016-17	Annual Differential 2017-18	Annual Differential 2018-19	Payment Quarter
840031	Dept. Chair, Guidance	2,996	3,078	3,163	1, 2, 3, 4
840030	Guidance Counselor	2,543	2,613	2,685	1, 2, 3, 4
84035	Guidance Counselor, ½ time	1,453	1,493	1,534	1, 2, 3, 4
840080	Dept. Chair, Educational Media In all Senior High and in other schools with an enrollment of 1,501 or more	1,056	1,085	1,115	1, 2, 3, 4

DEPARTMENT HEAD, CORE TEAM LEADER**SUBJECT AREA SPECIALIST, SPECIAL EDUCATION LIAISON**

Middle School/ Middle Grades Subject Area Specialist receive an annual differential plus a minimum of five (5) additional release periods per week. The annual differential for Department Heads, Core Team Leaders, Subject Area Specialists, and Special Education Liaisons is determined by the number of periods within the department per week including the department chairs/core team leader periods assigned to department duties. A minimum of 50 periods per week is needed to qualify for an annual differential. The following is a list of required periods and periods per week is needed to qualify for an annual differential. The following is a list of required periods and compensation as of July 1, 2013.

	Position Title	Annual Differential 2016-17	Annual Differential 2017-18	Annual Differential 2018-19	Payment Quarter
50 – 119	Periods per week	1,124	1,155	1,187	1, 2, 3, 4
120-214	Periods per week	2,181	2,241	2,303	1, 2, 3, 4
215-249	Periods per week	3,265	3,355	3,447	1, 2, 3, 4
250-419	Periods per week	3,528	3,625	3,725	1, 2, 3, 4
420-up	Periods per week	4,352	4,472	4,595	1, 2, 3, 4

ELEMENTARY SCHOOLS

	Position Title	Annual Differential 2016-17	Annual Differential 2017-18	Annual Differential 2018-19	Payment Quarter
	Grade level Chairperson (Art 23, Sec 19(B)22	194	199	205	
840695	Elementary Consultant	1,177	1,209	1,243	1, 2, 3, 4
840450	Elementary Safety Council	1,270	1,305	1,341	1, 2, 3, 4
840690	Elementary Guidance Liaison	1,177	1,209	1,243	1, 2, 3, 4

MISCELLANEOUS

	Position Title	Annual Differential 2016-17	Annual Differential 2017-18	Annual Differential 2018-19	Payment Quarter
840016	Attendance Worker	600	617	633	1, 2, 3, 4
840017	Attendance Worker, Head	2,902	2,982	3,064	1, 2, 3, 4

840040	Audiologist	2,543	2,613	2,685	1, 2, 3, 4
840060	Court Representative (juvenile)	1,170	1,202	1,235	1, 2, 3, 4
840660	Court Liaison (school)	1,270	1,305	1,341	1, 2, 3, 4
840085	Cluster/Inst. Res. Guidance	2,543	2,613	2,685	1, 2, 3, 4
840090	Cluster/Inst. Res. Reading	1,177	1,209	1,243	1, 2, 3, 4
840850	Mediation Coordinator	1,249	1,283	1,319	1, 2, 3, 4
840900	Testing Coordinator	3,500	3,500	3,500	1, 2, 3, 4
840051	Psychologist, Ph.D	3,627	3,727	3,829	1, 2, 3, 4
840050	Psychologist	2,543	2,613	2,685	1, 2, 3, 4
840860	Schoolnet Liaison-Elem.	1,270	1,305	1,341	1, 2, 3, 4
840019	Secondary Consultant	1,177	1,209	1,243	1, 2, 3, 4
840018	Special Education Consultant	1,177	1,209	1,243	1, 2, 3, 4
840670	Split Kindergarten	634	651	669	1, 2, 3, 4
840075	Head Teacher/Special Education	634	651	669	
840070	Head Teacher/Residential				
	4-9 teachers	1,814	1,864	1,915	1, 2, 3, 4
	10 or more teachers	2,902	2,982	3,064	1, 2, 3, 4
	Anti-Bullying Coordinator	1,249	1,283	1,319	1, 2, 3, 4

Rationale: Renames the Proficiency Test Consulting Teacher to Testing Coordinator and increases the stipend.

Team Leaders in PK/K – 8 Buildings

K-8 School	Team Leader 2016-17	Team Leader 2017-18	Team Leader 2018-19
*Min. 3 Teachers	750	771	792
Additional Teacher	250	257	264

*A Team Leader will be responsible for a minimum of three grade level Team homeroom teachers including himself or herself. (\$750=3X \$250). Each additional teacher will add \$250 to the Team Leader's compensation for the year.

Special Education Liaison, ESP Liaison, Subject Area Specialist, in PK/K – 8 Schools.

SAS			
Enrollment	2016-2017	2017-2018	2018-2019
0-300	1,090	1,120	1,151
301-600	2,117	2,175	2,235
601-900	3,170	3,257	3,347
900+	4,223	4,339	4,458

****Regular Enrollment**

SEL			
**Enrollment	2016-2017	2017-2018	2018-2019
0-50	1090	1,120	1,151
51-100	2117	2,175	2,235
101-200	3170	3,257	3,347
201+	4223	4,339	4,458

****Special Education Enrollment**

K – 8 School	ESPL		
	2016-2017	2017-2018	2018-2019
Number of ESP Teacher***	250	257	264
***To be paid at the ESP Teacher allocation for that school (e.g. if a building has an allocation of 3.2 ESP teachers, the ESP liaison will be compensated 3.2 X \$250).			

Senior High School

Extracurricular and Arts Education

Stipend Positions

Position must be submitted on Student Activities Payroll Roster

(Stipend positions are limited to CMSD Board employees only)

	2016-2017	2016-2017	2016-2017	2017-2018	2017-2018	2017-2018	2018-2019	2018-2019	2018-2019
Position	1 st Sem.	2 nd Sem.	Yearly Rate	1 st Sem.	2 nd Sem.	Yearly Rate	1 st Sem.	2 nd Sem.	Yearly Rate
Chess Sponsor	182	182	364	187	187	374	192	192	384
Coed Weightlifting	154.5	154.5	309	158.50	158.50	317	163	163	326
Pay Dates: February, June									

K – 8 Schools

(Grades 6 – 8)

Stipend Positions

Extracurricular and Arts Education

Position must be submitted on Student Activities Payroll Roster

(Stipend positions are limited to CMSD Board employees only)

	2016-2017	2016-2017	2016-2017	2017-2018	2017-2018	2017-2018	2018-2019	2018-2019	2018-2019
<u>Position</u>	<u>1st Sem.</u>	<u>2nd Sem.</u>	<u>Yearly Rate</u>	<u>1st Sem.</u>	<u>2nd Sem.</u>	<u>Yearly Rate</u>	<u>1st Sem.</u>	<u>2nd Sem.</u>	<u>Yearly Rate</u>
Chess Sponsor	182	182	364	187	187	374	192	192	384
Pay Dates: February, June									

Extramural Schools Program

Stipend Positions

Position must be submitted on Student Activities Payroll Roster

(Stipend positions are limited to CMSD Board employees only)

	2016-2017			2017-2018			2018-2019		
<u>Position</u>	<u>1st Sem.</u>	<u>2nd Sem.</u>	<u>Yearly Rate</u>	<u>1st Sem.</u>	<u>2nd Sem.</u>	<u>Yearly Rate</u>	<u>1st Sem.</u>	<u>2nd Sem.</u>	<u>Yearly Rate</u>
Extramural Director	733		1466	753	753	1,506	774	774	1506
Boys' Basketball Sponsor	1150		1150	1182	0	1,182	1214	0	1214
Girls' Basketball Sponsor	0	1,150	1150	0	1182	1,182	0	1214	1214
Coed Bowling Sponsor	818		818	840	0	840	864	0	864
Pay Dates: February, June									

APPENDIX C

Teacher Track VI

Beginning with one (1) pilot cohort starting in the 2017-18 school year the district will implement Teacher Track VI of the Career Development Program Path for Paraprofessionals which provides eligible paraprofessionals with the opportunity to earn a Bachelor's degree and attain teacher certification in areas of high need. Based on the needs and resources of CMSD, the program pays tuition for 6 credits per semester for undergraduate study at participating colleges/universities. Candidates in the program will have two and a half hours per week of release time to be mutually agreed upon with the principal. In addition, the Program will pay the initial college admission/application fee for paraprofessionals participating in the program. This release time cannot be used to attend classes during the scheduled work day unless agreed upon by the school principal or the principal's designee. However, we do encourage paraprofessionals to take courses during the late afternoon, evenings and/or weekends to avoid conflict with their work schedules. During the period of student teaching, participants approved to be in the program will be required to apply for a paid Leave of Absence.

Paraprofessionals attending and completing six (6) credits/semester hours of study during the summer semester may be eligible to receive a summer stipend.

Any paraprofessional currently on Teacher Track V may either complete Teacher Track V or may apply to Teacher Track VI during the application period for the initial pilot cohort. If the paraprofessional plans to stay in Track V, they will be responsible for confirming their participation, providing documentation of current progress towards completion and projected completion date to the Talent Office. If accepted into Teacher Track VI, the paraprofessional would fall under the guidelines of Track VI. Any paraprofessional who begins the Teacher Track VI pilot will have the opportunity to complete the program provided that he/she meets the requirements. Should a new cohort for Teacher Track VI not be offered, then Teacher Track V will be reopened for new participants.

Financial Aid

In order to participate, applicants must apply for financial assistance. For paraprofessionals who benefit from Federal Pell Grant or State level tuition assistance, financial aid will be used to cover any tuition related expenses. Additional tuition and required post-admission fees will be billed to CMSD. The paraprofessional will be responsible for any other out-of-pocket costs such as books, parking, supplies, etc.

Approved Colleges and Programs

The District, with input from the CTU, intends to identify the program(s) by the fall for a 2nd semester start date.

Application Requirements

1. Complete an application process for the Paraprofessional Ladder to be mutually developed by the District and the CTU.

2. Recommendation from current principal with agreement to allow for the release time.
3. Hold an associate's degree, or equivalent credit hours, in any area of study from an accredited college/university and a minimum 2.5 cumulative GPA.
4. Have at least 2 years of experience with the attainment of a skilled or accomplished rating.
5. Paraprofessionals, who are on an approved leave of absence, resign or are terminated prior to their first day of college classes are not eligible to participate in the program.
6. Complete an evaluation request application developed by the district.
7. Will sign a letter of commitment to stay in the district as a teacher for 5 years, if hired as a teacher within one year of the date of license issuance, or will be responsible to pay back tuition costs. It is expected that participants will apply for positions through the open position within one year from the date the license is issued.

The District shall select participants in Teacher Track VI with input from the CTU.
During the program

Requirements

- Must take a minimum of 6 credits per semester
- Must maintain As or Bs in courses completed
- Up to 2 ½ hours a week of field experience that can be done within the participants currently assigned building.

Verification of Enrollment

- At the beginning of each semester, any paraprofessional requesting release time must present a copy of the college bursar's receipt or other documentation of actual enrollment to the school principal or designee.

Verification of Course Completion

- Within one month following completion of the semester, it is the responsibility of each participating paraprofessional to submit to the principal or designee a copy of the transcript, grade report, or other substantiating documentation indicating completion of the course(s) for which release time was granted.

Failing Grade-Withdrawal/Incomplete

- A paraprofessional whose transcript indicates a failing grade or withdrawal/incomplete during the semester for which release time was granted must submit to the principal written verification from the professor of actual attendance for the failed course. If this written verification is not submitted, release time must be terminated due to non-compliance or failure to meet requirements. A payroll deduction will be held for any release time or pay that the paraprofessional received without appropriate documentation.

Upon completion

Paraprofessionals who receive a teacher certification and are hired as a teacher in the District commit to teaching in the District for five years. If the paraprofessional applied for an open position within one year of the date the license is issued and is not interviewed and hired as a teacher then this requirement shall not apply.

Rationale: Provides additional opportunity and financial incentive for paraprofessionals to become teachers.

APPENDIX G - ~~Investment~~ Corrective Action Schools
(Per Ohio Revised Code 3311.74)

The CEO shall identify which schools are in need of corrective action (~~“Investment Schools”~~). The CEO will also identify what corrective action is warranted at each school and when the corrective actions should be implemented (the “Corrective Plan”).

The Corrective Plan will first be shared with the District level Corrective Action Team (“CAT”) comprised of four representatives selected by the CEO and four representatives selected by the CTU President. Soon thereafter, the Corrective Plan will be announced to the staff at the ~~Investment~~ **Corrective Action** School(s).

Where appropriate the CAT will seek input from the Academic Progress Team (“APT”) (see Appendix Q) for recommendations on implementation of the Corrective Plan. The CAT, within the timelines set by the CEO, shall collaborate with CATs from other unions where there are overlapping or mutual concerns, prior to making their recommendations to the CEO.

If the CEO disagrees with all or part of the recommendations of a CAT, or if a CAT fails to make timely recommendations on the implementation of all or part of the Corrective Plan, the CEO may implement the Corrective Plan in the manner in which the CEO determines to be in the best interest of the students, consistent with the timelines originally established.

The implementation of the Corrective Plan will be the responsibility of the APT at the ~~Investment~~ **Corrective Action** School. The CAT will be responsible for regularly monitoring the progress of the Corrective Plan at the ~~Investment~~ **Corrective Action** School(s) and will make recommendations to the CEO regarding “exit” strategies when the ~~Investment~~ **Corrective Action** School(s) has accomplished the goals addressed in the Corrective Plan.

The CEO and any CAT are not bound by the applicable provision of this Agreement in developing recommendations for and implementation of the Corrective Plan.

The Corrective Plan is not intended to be used as a cost savings measure; rather, it is intended to improve student performance at the ~~Investment~~ **Corrective Action** Schools. **Therefore, bargaining unit members required to complete additional activities or events beyond the school’s established work day that are not otherwise bargained and/or compensated for in this Agreement (e.g. parent nights, home visits) shall be compensated at their prorated daily rate.**

Rationale: Reflects current practice

APPENDIX L
Peer Assistance and Review (PAR)

In order to improve teacher effectiveness and academic achievement in the Cleveland Metropolitan School District, the CTU and CMSD agree to implement ~~beginning in the 2007/08 school year~~ the Peer Assistance and Review Program (PAR). The goals of this program are:

To provide the support to help teachers develop as career educators.

Two components of the PAR Program:

1. Intervention:

- a. After **receiving a Composite observation rating of “Ineffective”** ~~two unsatisfactory individual visit evaluations~~ the principal may recommend a teacher be placed in the PAR Program at the Composite Evaluation conference for the upcoming school year. ~~(Unsatisfactory evaluation is defined as having three or more unsatisfactory marks in evaluation areas dealing with instruction and classroom management, delineating a pattern of unsatisfactory performance in these areas.)~~
2. Volunteer:
 - a. A teacher experiencing difficulties and recognizing that he/she needs assistance in classroom teaching strategies may volunteer to participate in the PAR Program. The volunteer teacher may **electronically contact the PAR Liaison to request voluntary** ~~write a letter to the Principal and the CTU Chapter Chairperson requesting participation~~ in PAR. The ~~building principal/administrator and CTU Representative~~ **PAR Liaison** will forward the teacher’s request to the PAR Governing Board.

Rationale: Updates criteria for PAR

Appendix P			
Benefits	KAISER HMOHealthSpan UHChoice Network Only (No coverage if outside UHChoice Kaiser network, except in emergency)	AETNA http://www.aetna.com Network /Non-Network	MMO-SUPERMED PLUS POO https://member.medmutual.com Network /Non-Network
Major Medical			
Single (deductible)	\$0	\$0 /\$250	\$0 /\$250
Family (deductible)	\$0	\$0 /\$500	\$0 /\$500
Co-insurance	100%	100% /70%	100% /80%
Single (Max Out-of-pocket for Co-Insurance)	\$0 (excludes payroll contributions)	\$0/\$2,250 (excludes deductible and payroll contributions)	\$0 /\$2,000 (excludes deductible and payroll contributions)
Family (Max Out-of-pocket for Co-Insurance)	\$0 (excludes payroll contributions)	\$0 /\$4,500 (excludes deductible and payroll contributions)	\$0/\$4,000 (excludes deductible and payroll contributions)
Lifetime Maximum	Unlimited	Unlimited / \$2,500,000	\$2,500,000 Unlimited
Hospital Services (Emergency Co-pay (ER), Urgent Care Co-pay (UC))	\$50 Co-pay (ER) \$25 Co-pay (UC)	\$75 Co-pay \$35 Co-pay (UC) /70%	\$75 Co-pay \$35 Co-pay (UC) /80%
Physician Services (Office Visit or Telemed) Specialist	\$10 Co-pay \$25 Co-pay	\$15 \$20 Co-pay /70% \$25 \$30 Co-pay /70%	\$15 \$20 Co-pay /80% \$25 \$30 Co-pay /80%
Physician Services (Surgery, 2 nd Surgery Opinion)	100%	100%/70%	100%/80%
Physician Services (X-Ray & Lab)	100%	100%/70%	100%/80%

Prescription Drug – Generic – Formulary – Non-Formulary	\$5 Co-pay \$10 Co-pay \$10 Co-pay	\$5 Co-pay \$10 15 Co-pay \$15 20 Co-pay	\$5 Co-pay \$10 15 Co-pay \$15 20 Co-pay
Contraceptives	Covered/ \$5 Co-pay	Covered	Covered
Mail Order/Days Supply per prescription	90 Days	90 Days	90 Days
Generic	\$5 Co-pay	\$10 Co-pay	\$10 Co-pay
Formulary	\$10 Co-pay	\$20 30 Co-pay	\$20 30 Co-pay
Non-Formulary	\$10 Co-pay	\$30 40 Co-pay	\$30 40 Co-pay
Physical/Occupational Therapy	\$10 Co-pay	\$15 Co-pay /70%	\$15 Co-pay /80%
Annual Maximum	Up to 2 months or 30 visits per therapy, whichever is greater	60 visits	60 visits
Speech Therapy	\$10 Co-pay Up to 2 months or 30 visits, whichever is greater	\$15 Co-pay /70% 20 visits per benefit period	\$15 Co-pay /80% 20 visits per benefit period
Mental Health – In Patient	100%	100% /70%	100% / 50% 80%
Substance Abuse – In Patient	100% One (1) admissions per year	100% /70%	100% / 50% 80% Three (3) admissions per year
MH & SA – In Patient (Combined)	45 day per calendar year Unlimited	30 day per calendar year Unlimited	30 days per benefit period Unlimited
Mental Health – Outpatient	20 visits per year at \$10 Co-pay	\$15 Co-pay /70% after deductible	\$15 Co-pay /80% after deductible
Substance Abuse – Outpatient	100%	\$15 Co-pay /70%-after deductible	\$15 Co-pay / 50% 80% after deductible
Dependent Age Limit	To Age 23 26 (if allowed as a federal tax exemption)	To Age 23 26 (if allowed as a federal tax exemption)	To Age 23 26 (if allowed as a federal tax exemption)
Special Feature – Durable Meds. Equip.	100%	100%/70%	100%/80%

Medical forms will be submitted for printing.	Special Feature – Hospice	100%	100%	100%	benefit be separately
	Special Feature – Skilled Nursing	100%	100%/70%	100%/80%	
Medical Summary	Special Feature – Organ Transplant	100%	100% /70%, (if pre-authorized)	100% /50% Separate 1 Million Lifetime	Benefit
	Infertility Services	70% - See Certificate for exclusions	Not Covered	Not Covered	

The above chart is a broad summary of the medical, dental, life and vision insurance provisions. Other plan provisions and limitations may apply. If there is a discrepancy between the plan document and this bulletin, the plan document will prevail. *See Certificate of Coverage for details.

CLEVELAND METROPOLITAN SCHOOL DISTRICT Vision Insurance Benefits Summary

Spectera (United HealthCareVision Plan) (Local 279)	
Description	Employee Benefit/Co-pay
Examination One exam every 24 months for employees and dependents 19 years of age or older, and once every 12 months for employees and dependents under age 19.	Exam \$0 Co-pay
Lenses / Frames One pair every 24 months for employees and dependents 19 years of age or older, and once every 12 months for employees and dependents under age 19. Covered in full, including lens options such as tinted lenses and scratch-resistant coatings.	Single Vision \$45.00 Co-pay Standard Bifocals Standard Trifocals Lenticular or Aphakic Lens Frames on display
Contact Lenses One pair every 24 months for employees and dependents 19 years of age or older, and once every 12 months for employees and dependents under age 19. In lieu of spectacle lenses and a frame, employees and dependents may choose contact lenses. Cosmetic and Medically Necessary contact lenses are covered in full (up to 4 boxes of disposable lenses.)	Contact lenses \$45.00 Co-pay

When you are ready to use your benefit, simply call the Spectera/United Optical facility most convenient to you and make an appointment. Spectera/United Optical will request the employee's social security number and patient's date of birth to verify eligibility.

Dependent child coverage is provided to eligible children until age 26

This chart is a broad summary of the medical, dental, life and vision insurance provisions.
Other plan provisions and limitations may apply.

If there is a discrepancy between the plan document and this bulletin, the plan document will prevail.

CLEVELAND METROPOLITAN SCHOOL DISTRICT
Dental Benefit Summary
MetLife Insurance
Effective 1/1/18

Description	Basic		Enhanced	
Deductible	\$ 25 Individual / \$ 50 Family		\$ 25 Individual / \$ 50 Family	
Calendar Year Maximum	\$1,500 per person		\$ 2,000 \$2,500 per person	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Preventative Oral Examinations – 2 per year Prophylaxis (cleanings) – 2 per year Topical Fluoride Applications – to age 14 annually Bitewing X-rays– 1 per year Full Mouth X-rays–once every 60 months Space Maintainers for children under 14	100% of PDP Fee*	100% of R&C Fee**	100% of PDP Fee*	100% of R&C Fee**

Basic Fillings, Simple Extractions, Endodontics, Oral Surgery, Periodontics, General Anesthesia, Consultations	80% of PDP Fee*	80% of R&C Fee**	80% of PDP Fee*	80% of R&C Fee**
Major Bridges and Dentures – once every 5 years Inlays, Onlays & Crowns – once every 5 years Prosthetics (Fixed) – once every 5 years Crown Build-ups Veneers, Harmful Habit Appliance, Crown, Denture & Bridge Repair Implants (Covered under the Enhanced Plan Only) – Installation once per 60 months; maintenance once per 12 months	20% of PDP Fee*	20% of R&C Fee**	80% of PDP Fee*	80% of R&C Fee**
Orthodontics – Child Only Dependents covered until age 19	20 % of PDP Fee*	20% of R&C Fee**	80% of PDP Fee*	80% of R&C Fee**
Orthodontia Lifetime Maximum	\$1,500 per person	\$ 1,500 per person	\$2,000 2,500 per person	\$2,000 2,500 per person
<p>* PDP Fee refers to the negotiated fees that participating PDP dentists have agreed to accept as payment in full. ** Reasonable and Customary charge is based on the lesser: (1) the dentist's actual charge (2) the dentist's actual charge for the same or similar services or (3) the usual charge of most dentists in the same geographical area for the same or similar service as determined by MetLife.</p> <p>This chart is a broad summary of the dental benefits provisions. Other plan provisions and limitations may apply. If there is a discrepancy between the plan document and this bulletin, the plan document will prevail.</p>				

Dental Coverage is extended to eligible dependents until age 19 or 23 if a full-time student.

~~YOU DO NOT NEED TO PRESENT AN ID CARD TO PROVE COVERAGE OR CONFIRM YOU ARE ELIGIBLE. YOUR DENTIST CAN EASILY VERIFY ELIGIBILITY AND PLAN INFORMATION VIA PHONE OR ONLINE WITH METLIFE DENTAL.~~

CLEVELAND METROPOLITAN SCHOOL DISTRICT
Payroll Deductions (Bi-Monthly)

Eff. ~~01/01/16~~ 1/1/18

CLEVELAND TEACHERS UNION	CALENDAR YEAR			
Full Time Employees (assigned a minimum of 19 hours per week) ^{*1}	Single – Wellness	Single – No Wellness	Family ² – Wellness	Family ² – No Wellness
Aetna	\$37.50 ³	\$37.41 \$50.00 ³	\$85.00 ³	\$85.00 \$110.00 ³
UHChoice	\$17.50	\$25.00	\$50.00	\$60.00
MMO-SuperMed Plus PPO	\$37.50 ³	\$37.18 \$50.00 ³	\$85.00 ³	\$85.00 \$110.00 ³
Basic Dental	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
Enhanced Dental	\$5.97 \$6.83		\$19.40 \$22.15	
Vision – Spectera United HealthCare Vision	\$0.00			

^{*1}Qualifying eligibility hours are based on District approved assignments and hours. Review your collective bargaining agreement for specific coverage and eligibility rules.

²Working Spouse shall pay the following monthly surcharge for coverage as primary under any CMSD plan option: \$100.00 for the life of the contract (\$50.00 each bi-monthly payroll deduction).

³For Aetna and MMO coverage, at present the 2018 rates are unknown; the amounts in the chart represent the maximum amount that an employee could have deducted. Employees will pay 10% of the premium (COBRA equivalency), subject to the hard caps referenced above.

APPENDIX []

[Physician Certification Art. 29, Sec. 2]

Date _____

[Name and Address of
Independent Third Party]

To whom it may concern:

On _____, _____ successfully completed (1)
[Date of completion] [Individual's name]

biometric testing consisting of BMI, glucose, blood pressure and cholesterol testing and (2) a

health risk assessment.

[Name and address of Physician]

APPENDIX T
MEMORANDUM OF UNDERSTANDING

~~Development and Implementation of the Cleveland Differentiated Compensation System (CDCS)~~

[Replace current MOU on CDCS with the MOU below.]

In order to provide high quality professional development to Cleveland's teachers and other educators, CTU will provide input and suggestions for professional development opportunities. In the 2016-2017 school year, teachers assigned to the Joint Governing Panel (JGP) will assist in the development and implementation of District-wide professional development. Prior to OPI-1 in the Spring of 2017, teachers assigned to the JGP will be identified for Necessary Transfer as outlined in Article 12, unless the CEO and CTU President mutually agree to continue this assignment. Should any member of the JGP be selected for another position, their position on the JGP will be eliminated.

Rationale: Allows the Joint Governing Panel a transition back to classroom positions.

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE CLEVELAND METROPOLITAN SCHOOL DISTRICT AND
THE CLEVELAND TEACHERS UNION, AFT LOCAL 279, AFL-CIO
REGARDING 27 PAYS IN FISCAL YEARS 2016-17 AND 2017-18 AND THE TRANSITION
TO 24 PAYS**

This Memorandum of Understanding between the Cleveland Municipal School District ("District") and the Cleveland Teachers Union, AFT Local 279, AFL-CIO ("CTU") memorializes the District and the CTU's shared commitment to a collaborative working relationship.

The District recognizes that all provisions in the Collective Bargaining Agreement between the District and the CTU in effect upon execution of this MOU, 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.

Cleveland Teachers Union full time bargaining unit members are currently compensated each year in 26 equal installments. The 24th pay installment of the 2016-17 school year is presently scheduled to occur on June 30, 2017. This would constitute the 27th pay of the District's 2016-17 fiscal year.

To prevent 27 pays in the District's 2016-17 fiscal year, the parties agree to move the 24th pay installment of the 2016-17 school year from June 30, 2017 to July 1, 2017. In addition, to prevent 27 pays in the District's 2017-18 fiscal year, the parties agree to move the 24th pay installment of the 2017-18 school year from June 29, 2018 to July 2, 2018.

Beginning in the summer of 2018, the District will transition all CTU bargaining unit members to 24 equal bi-monthly pays. Bargaining unit members will be paid on the 5th and the 20th of each month unless it is a weekend or a holiday in which case payment will occur on the preceding business day.

See attached calendar for pay dates for the next four (4) school years. These dates may be modified with mutual agreement.

In the event the transition cannot be implemented in the summer of 2018, the District is committed to working with CTU to ensure there is no more than a 3 week gap in pay until a 24 pay system can be implemented.

2016-2017 school year (20/26 equal installments)

Installment	Pay Day
1	Friday, August 19, 2016
2	Friday, August 26, 2016
3	Friday, Sept. 9, 2016
4	Friday, Sept. 23, 2016
5	Friday, Oct. 7, 2016
6	Friday, Oct. 21, 2016
7	Friday, Nov. 4, 2016
8	Friday, Nov. 18, 2016
9	Friday, Dec. 2, 2016
10	Friday, Dec. 16, 2016
11	Friday, Dec. 30, 2016
12	Friday, Jan. 13, 2017
13	Friday, Jan. 27, 2017
14	Friday, Feb. 10, 2017
15	Friday, Feb. 24, 2017
16	Friday, March 10, 2017
17	Friday, March 24, 2017
18	Friday, April 7, 2017
19	Friday, April 21, 2017
20	Friday, May 5, 2017
21	Friday, May 19, 2017
22	Friday, June 2, 2017
23	Friday, June 16, 2017
24	Saturday, July 1, 2017 <i>(if no MOU, would have been June 30)</i>
25	Friday, July 14, 2017
26	Friday, July 28, 2017

2017-2018 school year (20/26 equal installments)

Installment	Pay Day
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1	Friday, August 18, 2017	
2	Friday, August 25, 2017	
3	Friday, Sept. 8, 2017	
4	Friday, Sept. 22, 2017	
5	Friday, Oct. 6, 2017	
6	Friday, Oct. 20, 2017	
7	Friday, Nov. 3, 2017	
8	Friday, Nov. 17, 2017	
9	Friday, Dec. 1, 2017	
10	Friday, Dec. 15, 2017	
11	Friday, Dec. 29, 2017	
12	Friday, Jan. 12, 2018	
13	Friday, Jan. 26, 2018	
14	Friday, Feb. 9, 2018	
15	Friday, Feb. 23, 2018	
16	Friday, March 9, 2018	
17	Friday, March 23, 2018	
18	Friday, April 6, 2018	
19	Friday, April 20, 2018	
20	Friday, May 4, 2018	
21	Friday, May 18, 2018	
22	Friday, June 1, 2018	
23	Friday, June 15, 2018	
24	Monday, July 2, 2018	<i>(if no MOU, would have been June 29)</i>
25	Friday, July 20, 2018	<i>(if no MOU, would have been July 12)</i>
26	Friday, August 3, 2018	<i>(if no MOU, would have been July 26)</i>

2018-2019 school year (24 equal installments)

Installment	Pay Day
1	Monday, Aug 20, 2018
2	Wednesday, Sept. 5, 2018
3	Thursday, Sept. 20, 2018
4	Friday, Oct. 5, 2018
5	Friday, Oct. 19, 2018
6	Monday Nov. 5, 2018
7	Tuesday, Nov. 20, 2018
8	Wednesday, Dec. 5, 2018
9	Thursday, Dec. 20, 2018
10	Friday, Jan. 4, 2019
11	Friday, Jan. 18, 2019
12	Tuesday, Feb. 5, 2019
13	Wednesday, Feb. 20, 2019
14	Tuesday, March 5, 2019
15	Wednesday, March 20, 2019

16	Friday, April 5, 2019
17	Friday, April 19, 2019
18	Friday, May 3, 2019
19	Monday, May 20, 2019
20	Wednesday, June 5, 2019
21	Thursday, June 20, 2019
22	Friday, July 5, 2019
23	Friday, July 19, 2019
24	Monday, August 5, 2019

2019-2020 school year (24 equal installments)

Installment	Pay Day
1	Tuesday, Aug 20, 2019
2	Thursday, Sept. 5, 2019
3	Friday, Sept. 20, 2019
4	Friday, Oct. 4, 2019
5	Friday, Oct. 18, 2019
6	Tuesday, Nov. 5, 2019
7	Wednesday, Nov. 20, 2019
8	Thursday, Dec. 5, 2019
9	Friday, Dec. 20, 2019
10	Friday, Jan. 3, 2020
11	Friday, Jan. 17, 2020
12	Wednesday, Feb. 5, 2020
13	Thurs, Feb. 20, 2020
14	Thursday, March 5, 2020
15	Friday, March 20, 2020
16	Friday, April 3, 2020
17	Monday, April 20, 2020
18	Tuesday, May 5, 2020
19	Wednesday, May 20, 2020
20	Friday, June 5, 2020
21	Friday, June 19, 2020
22	Friday, July 3, 2020
23	Monday, July 20, 2020
24	Wednesday, August 5, 2020