

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

CONTINUATION OF 08/10/2010 SCHOOL START TIMES MOU

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 the CTU's shared commitment to continue a collaborative working relationship and thus enhance shared responsibility to provide quality educational opportunities for the District's students.

The District recognizes that all provisions of the 2010-2013 Collective Bargaining Agreement between the District and the CTU and future CBA's as ratified, as well as other binding agreements on the CTU and the District in the form of Memoranda of Understanding (herein after collectively "CBA") shall remain in full force and effect except for the following:

WHEREAS the CBA provides for school start and end times in Article 9, Section 3 and Appendix J; and

WHEREAS the District and the CTU recognize that changing the previously designated school start times further the District's mission of providing a quality education to its students and assists the District in prudently managing its expenditures; and

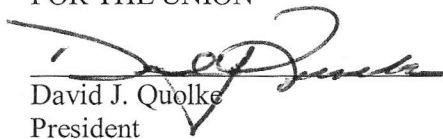
WHEREAS in a continued effort to work collaboratively, CMSD realizes that with short notice the early start and end times as listed in the table below may cause serious hardship for some bargaining unit members. If a bargaining unit member can provide proof of serious hardship as a result of a new start/end time, CMSD and CTU will make a concerted effort to resolve the issue. If the hardship is not resolved, the CTU bargaining unit member may request a Special Transfer, at any time prior to **October 1, 2012**; and

THEREFORE the parties agree that effective upon the execution of this Memorandum of Understanding by the District and the CTU, Article 9, Section 3 and Appendix J shall be amended to indicate the school start and end times for the **2012-2013** school year with respect to the five schools listed below and those school buildings referenced in prior MOUs which are incorporated by reference herein. For the 2012-2013 school year the District and the CTU agree to add five schools: Hannah Gibbons, McKinley, Buhrer, Anton Grdina and Newcomer's Program @ Thomas Jefferson to reflect the following:

School	Teacher Report Time	Instruction Day Begins	Teacher End Time
Hannah Gibbons	9:00am	9:10am	3:40pm
McKinley	9:00am	9:10am	3:40pm
Buhrer	9:00am	9:10am	3:40pm
Anton Grdina	7:30am	8:05am	2:10pm
Newcomer's Program @ Thomas Jefferson	7:30am	8:05am	2:10pm

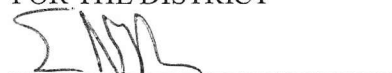
The start and end times for all other school buildings shall remain as previously set forth in the CBA or other Memoranda of Understanding.

FOR THE UNION


 David J. Quolke
 President

8/16/2012
 DATE

FOR THE DISTRICT


 Eric S. Gordon
 Chief Executive Officer

8/16/12
 DATE