

**Memorandum of Understanding between the Cleveland  
Metropolitan School District and the Service Employees  
International Union District 1199, WV/KY/OH the Health Care and  
Social Service Union, CTW, CLC**

**RE: Contracted Services of ESS Workers for through December 31, 2023 through  
July 1<sup>st</sup> 2024 ("Applicable Period")**

This Memorandum of Understanding (MOU) between the Cleveland Metropolitan School District (District) and the Service Employees International Union District 1199, WV/KY/OH (1199) memorializes the District and 1199's shared commitment to continue the current collaborative working relationship to provide quality support to district staff and district students.

The District recognizes that all provisions in the current Collective Bargaining Agreement (hereinafter collectively "CBA") between the District and 1199 and future CBAs as ratified, as well as other binding agreements on 1199 and the District in the form of Memoranda of Understanding (hereinafter collectively "CBA"), shall remain in full force and effect.

Whereas the District and 1199 are working to staff all school sites with one to two ESS workers; and

Whereas the District and 1199 are working to recruit and hire staff for the Applicable Period to support an estimated minimum of 25 workers serving 25 CMSD campuses, the District and 1199 recognize that all positions are unlikely to be filled immediately during the Applicable Period; and

Whereas, the District and 1199 previously entered into an MOU for the 2023-2024 school year regarding contracted services of ESS workers, and this MOU is an extension of that MOU that 1199 members previously ratified; and

Therefore, the District and the 1199 agree to the following terms and conditions regarding the contracting of ESS workers through reputable agencies to support school sites for the Applicable Period as follows:

1. The primary responsibilities and duties of contracted ESS workers will be as follows:
  - a. Trash removal
  - b. Floor maintenance: sweeping, mopping and assist with restoring floor finish
  - c. Bathrooms: cleaning and sanitizing
  - d. High touch and horizontal surfaces: cleaning, dusting and sanitizing
  - e. Vacuuming carpets and rugs
  - f. Glass cleaning
  - g. Stairways: sweeping and mopping steps
2. The District and 1199 will monitor and release contracted ESS workers as staff are hired during the Applicable Period.
3. The hiring of contracted ESS workers will not affect the hiring of full time district ESS worker and

will not replace ESS workers at district schools in subsequent years unless otherwise negotiated by CMSD and 1199.

4. The District is responsible with School Based leadership to supervise the contracted E S S w o r k e r s assigned to a district school site.
5. The District will provide training on using all CMSD equipment as needed.
6. All overtime will go to CMSD ESS workers and no special assignments will be offered to the Temps.
7. Contingency plan and summer work hour agreements will remain the same. However, starting July 5th, all Environmental Service Specialists are eligible to work eight (8) hours daily for the 2023 summer work period. If an ESS does not wish to work eight (8) hours daily, they must notify their Facility Manager by Friday, July 7th. If an ESS chooses to remain at six (6) hours per day, their work hours will remain at six (6) hours per day for the duration of the 2024 summer work period, unless otherwise directed by a Facility Manager.
8. This MOU expires July 1st, 2024, but may be revised or extended as mutually agreed upon by the parties.
9. All K-8 that has a temporary ESS present, the CMSD ESS worker will receive lead cleaner pay for up to 30 days. This will be in effect until the MOU expires.

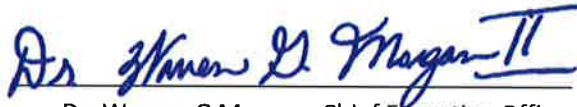
SIGNED AND AGREED TO BY:



1199 Union Representative

2/23/24

(Date)



Dr. Warren G Morgan, Chief Executive Officer  
Cleveland Metropolitan School District

February 23, 2024

(Date)