

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CLEVELAND MUNICIPAL SCHOOL DISTRICT  
AND THE CLEVELAND CUSTODIANS' UNION, LOCAL NO. 777, SEIU,  
REGARDING THE SAFETY AMBASSADOR PROGRAM**

1. The Cleveland Municipal School District ("District") and the Cleveland Custodians' Union, Local No. 777, SEIU ("Union"), agree to follow the terms of the following Memorandum of Understanding ("MOU") that will govern the Safety Ambassador program regarding bargaining unit members. This MOU becomes effective July 1, 2019, and expires on June 30, 2020.
  
2. Safety Ambassador Program
  - a. The Safety Ambassador Pilot Program for the 2019-2020- school year shall consist of the following schools:
    - James Ford Rhodes High School
    - Max S. Hayes High School
    - Mound School
    - Luis Munoz Marin School
    - Washington Park School
    - Joseph Gallagher School
    - JFK
    - Lincoln West
    - Hannah Gibbons
    - Halle
    - Newton D. Baker
  
  - b. For each of the aforementioned eleven locations, the Head Custodian shall be designated as the Safety Ambassador during the Pilot Program.
  
  - c. A bargaining unit member designated as the Safety Ambassador or the 777 Union Safety Advisor during the Pilot Program shall receive a stipend totaling \$1,000.00, less all applicable withholdings and deductions, for duties performed as the Safety Ambassador during the 2019-2020 year:
    - perform a safety walk-through on a monthly basis with the designated Safety Administrator in accordance with the Safety Rubric created by CMSD's Safety Coordinator.
    - meet at least monthly with the Safety Administrator to discuss safety issues and concerns discovered through the safety walk-through.
    - maintain a Safety Board at his or her building location to address timely issues of safety with building staff.

- coordinate with CMSD's Safety Coordinator to discuss the Safety Board's contents.
- sit on the CMSD Safety Council and attend required meetings on a monthly basis.
- act as a liaison between CMSD and any employee injured on the job at the Safety Ambassador's location. The injured employees will report any injury to the Safety Ambassador who will then advise the injured employee of the new electronic filing process and advise the CMSD Safety Coordinator and Safety Administrator of the incident.

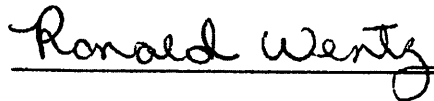

The District and the Union recognize that all provisions in the current Collective Bargaining Agreement ("CBA") between the District and the Union as well as other binding agreements on the District and Union shall remain in full force and effect.

For the Board



Date: June 12, 2020

For Local 777



Date August 17, 2020