

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, 2021, and expires on June 30, 2022.
  
2. Safety Ambassador Program
  - a. The Safety Ambassador Pilot Program for the 2021-2022 school year shall consist of the following schools/locations:
    - James Ford Rhodes High School
    - Max S. Hayes High School
    - Mound School
    - Luis Munoz Marin School
    - Joseph Gallagher School
    - JFK
    - Lincoln West
    - Hannah Gibbons
    - Halle
    - Newton D. Baker
    - John Adams
    - Tremont Montessori
    - Warner Girls Leadership Academy
    - Thomas Jefferson
    - East Tech High School
    - Robinson G. Jones
    - William Rainey Harper
    - Bard
    - Campus International (both K-8 and High School sites)
    - Charles Mooney/Facing History
    - Denison
    - Dike
    - Ginn Academy
    - Glenville

- John Marshall
  - Louis Agassiz
  - Oliver H. Perry
  - Orchard
  - Paul Dunbar
  - Riverside
  - Willson
  - Garrett A. Morgan
  - John Hay Campus
  - Louisa May Alcott
- b. For each of the aforementioned 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 2021-2022 year. The Local 777 President shall also receive this stipend for services rendered as a member of the Safety Council. Safety Ambassador/Safety Advisor duties shall include:
- perform a safety walk-through on a monthly basis in accordance with the Safety Rubric created by CMSD's Coordinator, Workers' Compensation and Safety.
  - return the safety rubric each month to CMSD's Coordinator, Workers' Compensation and Safety with notification of any safety issues identified during the monthly walk-through.
  - 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, Workers' Compensation and Safety to discuss the Safety Board's contents.
  - sit on the CMSD Safety Council and attend required meetings on a monthly basis as designated (Head Custodians from the first initial 6 pilot locations)
  - 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 Coordinator,

Workers' Compensation and Safety and Safety Administrator of the incident.

- d. Because the Safety Ambassadors are facility specific, if a Safety Ambassador moves from the facility to which the Custodian was assigned at the time the Custodian was designated as a Safety Ambassador, the District shall switch the designation from that original Custodian to the Custodian newly designated at the facility which was designated to have a Safety Ambassador and from which the original Custodian is leaving. Any Custodian losing the designation of Safety Ambassador shall be paid the stipend pro rata for the time served as an Ambassador, and any Custodian gaining the designation as Safety Ambassador shall be paid the stipend pro rata for time served as an Ambassador.
- e. For the 2021-2022 school year, the parties agree that the following Custodians shall receive a prorated stipend based on their date of assignment to a Safety Ambassador site and assumption of Safety Ambassador duties or for time such Custodian was unable to perform Safety Ambassador duties due to transfer, retirement, leave of absence, or other reason:
- Martin Kemmet from 3/1/22 to 6/30/22
  - James Prodan from 7/1/21 to 2/1/22
  - Paul Show from 2/1/22 to 6/30/2022
  - Anthony Horne from 1/1/22 to 6/30/2022
  - Mark Lewis from 7/1/21 to 11/30/21
  - Michael Creel from 2/1/22 to 6/30/22
  - Scott Artbauer from 7/1/21 to 4/1/22
  - Baron Hall from 7/1/21 to 2/1/2022
  - Shannon Mosley from 3/1/22 to 6/30/22

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

For Local 777

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Date: April 28, 2022

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Date: 4-27-22

*George J. Rudas*