



Exhibit D

March 8, 2022

**RE: MOU for Cell Phone Stipend**

Effective 2/1/2022 and for the duration of the current UAW contract, Buckeye LSD Administration and the UAW are proposing an MOU for the following positions to receive extra compensation in the form of a cell phone stipend to cover business-related costs incurred while using their personally-owned cell phones:

- Skilled Maintenance (1)
  - Maintenance (2)
  - Edgewood HS Head Custodian (1)
  - Braden MS Head Custodian (1)
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- Eligible employees may request cell phone data stipends by filling out a Cell Phone Stipend Request Form (attached).
  - The stipend amount is \$29.00 per month (calculated as \$25.00 per month plus \$4.00 per month for the employee to put towards cell phone insurance, safety accessories, etc.) The stipend will be paid biweekly across the 26 pay periods in the fiscal year.
  - Cell phone equipment, activation fees, insurance, accessory and app costs are the responsibility of the employee. The employee is also responsible for any loss, theft, or damage.
  - The district will not make direct payments to cell phone providers on employees' behalf. Employees are personally responsible for paying his or her bill directly to the service provider. The employee is responsible for all charges on his or her personal wireless plan, including early termination fees.
  - The employee is personally responsible for complying with international, federal, state, and municipal laws regarding the use of wireless phones and other communication devices while driving.
  - The stipend allowance is neither permanent nor guaranteed. The district reserves the right to remove a participant from this program and/or cancel the program if there is insufficient need or insufficient participation.
  - Employee is responsible for complying with all federal and state data maintenance and protection laws (e.g. FERPA, record retention requirements, etc.), as well as all Board policies, including those pertaining to data security, acceptable computing use, and email.
  - The district will contact employees during their regularly scheduled working hours (including any overtime hours worked). If district administration needs to contact employees outside of their regular working hours, the employee will be entitled to Call Out Pay per the UAW CBA.
  - Administration and employees will discuss giving the employee's personal phone numbers to vendors on a case-by-case basis. The district will not pay the employee Call Out Pay for phone calls received from vendors, other employees, or substitutes. If the employee does not wish to share their personal phone number with anyone outside of Buckeye administration, the supervisor(s) will handle communication between vendors and employees.

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Patrick E. Colucci, Sr.  
Superintendent

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Randy Crytzer  
UAW President

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Date

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Date