MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CALIFORNIA EMPLOYEES’ ASSOCIATION
AND ITS SAN BERNARDINO CHAPTER 183
AND
THE SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT

Required Foot Protection
March 30, 2023

This Memorandum of Understanding (MOU) is between the California School Employees Association and its Chapter 183 (CSEA) and the San Bernardino City Unified School District (District) concerning the requirement under OSHA CCR Title 8-3385 standard protective footwear.

The District and CSEA agree to the following:

1. The District shall comply with appropriate standards under OSHA CCR Title 8-3385.

2. Upon request, the District shall provide an annual voucher to Campus Security Officers, School Police Clerks, and employees in the Warehouse, Nutrition Services, Safety, Facilities, Maintenance and Operations, and IT, that are required to use approved footwear.
   - The District shall offer a voucher in the amount of $200.00 for employees required to wear approved protective footwear.
   - The District shall offer a voucher in the amount of $150.00 for employees required to wear approved footwear.

The voucher shall be used at the District approved vendors for employees to purchase District approved footwear. Employee may purchase through District approved vendors’ websites instead of in-store.

3. It is the employee’s responsibility to maintain the footwear in serviceable condition.

4. It is the Supervisor's responsibility to regularly inspect footwear for defects or damage, to ensure employee safety.

5. The District shall replace protective footwear as necessary but not to exceed annual replacement at District cost, unless damage occurs during the normal performance of employee duties.

6. Employees are not required to return protective footwear upon separation or transfer.

Conflicts of frequency or condition regarding replacement of footwear shall be resolved under the direction of the District Safety Officer.

MOU shall be incorporated into the Collective Bargaining Agreement Article XVI-Safety.
This MOU is a tentative agreement and shall not be finalized until the completion of CSEA’s policy 610 review process and approval from the San Bernardino City Unified School District Board of Education.

This agreement shall be effective July 1, 2023.

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Not Present

Latoya Smith  Date
CSEA Chief Negotiator

Oni Jimenez  4/3/23
CSEA Chapter 183 President

Monica Landry Contreras  4/3/23
CSEA Labor Relations Representative

Mark Cortez  4/3/23
CSEA Negotiations Team Member

Nersidalia Garcia  4/3/23
CSEA Negotiations Team Member

SAN BERNARDINO CITY USD

Marcus Funchess  Date
Assistant Superintendent, Human Resources

Luis Chávez-Andere  3/24/2023
Director of Employee Relations

Alexis Jenks  Date
Human Resources Director - Classified