

**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

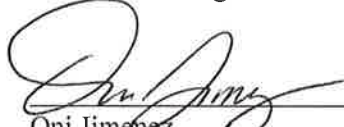
SAN BERNARDINO CITY USD

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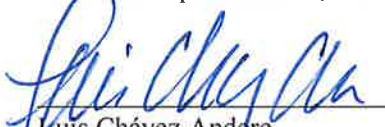
Latoya Smith Date
CSEA Chief Negotiator

 3/24/23

Marcus Funchess Date
Assistant Superintendent, Human Resources

 4/3/23

Oni Jimenez Date
CSEA Chapter 183 President

 3/24/2023


Luis Chavez-Andere Date
Director of Employee Relations

 4/3/23

Monica Landry Contreras Date
CSEA Labor Relations Representative

 3/24/23

Alexis Jenks Date
Human Resources Director - Classified

 4/3/23

Mark Cortez Date
CSEA Negotiations Team Member

 4/3/23

Nersidalia Garcia Date
CSEA Negotiations Team Member