

2018

August 23, 2018

**MEMORANDUM OF UNDERSTANDING
BETWEEN
LODI UNIFIED SCHOOL DISTRICT AND
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS LODI CHAPTER #077
District Apparel Program**

This Memorandum of Understanding (hereinafter, "MOU") is entered into by and between the Lodi Unified School District (hereinafter, "District") and the California School Employees Association and its Lodi Chapter #077 (hereinafter, "CSEA") (collectively, the "Parties").

The Parties agree to the following District Apparel Program. The primary purpose of the Program is safety. District Apparel makes classified personnel recognizable as District employees to site personnel and law enforcement. It is also designed to enhance the professional appearance of employees, improve morale and build team spirit.

1. Participation in the Program is strictly voluntary.
2. If an employee decides to participate in the Program, wearing the District apparel is highly recommended. Notwithstanding, no employee shall be disciplined or evaluated based upon the failure to wear the District Apparel.
3. In order to participate, each employee shall sign the acknowledgement of the rules below
 - a. District Apparel may only be provided by a Supervisor. No reimbursement shall be made to employees.
 - b. Laundering District Apparel is the responsibility of the employee.
 - c. The employee shall return any soiled, damaged or ill-fitting District Apparel to his/her Supervisor. District Apparel may be reordered at the discretion of management.
 - d. Employees shall not wear District Apparel outside duty hours in a manner which negatively impacts the reputation of the District.
 - e. The District reserves the right to request the return of District Apparel from an employee without cause.
 - f. For safety reasons, employees may not loan or donate District Apparel.
 - g. Upon termination of the employment relationship employees will either return District Apparel or sign a statement that there is no District Apparel in their possession on or before their last work day.

- ☐ I choose to participate in the voluntary District Apparel Program. I acknowledge that I have read and understand the rules of the Program.
- ☐ I choose not to participate in the voluntary District Apparel Program at this time. I understand that I may opt in at a later date when District Apparel is available.

Name: _____ Date: _____

David Viter 8/23/18
Kyle Harvey 8/23/18
Michael Mitchell 8-23-18

Bw 8/23
TR 8-23
RC 8/23
W 8/23
MC 8/23
W 8/23
28/23