

ARTICLE 18: UNIFORMS AND SUPPLIES

A. **Personal Protective Equipment:** *The District will ~~determine and provide~~ required and/or requested personal protective equipment (PPE) for employees. Employees must use the provided equipment as directed.*

B. **Uniforms:** *If ~~When~~ the District requires a uniformed appearance, the District will either provide the ~~a stipend of the uniform or~~ pay a stipend, that is required. If the employer elects to change the current uniform, it agrees to solicit input from the affected employees regarding uniform selection.*

C. District-provided materials shall include but are not limited to the following:

1. Nutrition Services employees whose primary worksite is a kitchen who work in a kitchen shall receive a stipend will be \$100 of one hundred fifty dollars (\$150) per year for shoes footwear that meet the requirements of the Nutrition Services uniform policy. Each NS employee will be provided with five aprons.
2. Facilities and Maintenance employees shall receive a stipend of one hundred fifty dollars (\$150) annually for approved safety footwear.
3. Stipends will be issued by the second pay period for new hires or by September 20th of the new calendar year for all senior returning staff.
4. ~~2.~~ Each NS employee who works in a kitchen will be provided with up to five (5) aprons.
5. ~~3.~~ Mechanics and auto service persons will be provided with pants and shirts, (or coveralls), and a jacket.
6. ~~4.~~ Some Maintenance Department employees will be provided with two sets each of coveralls. Laundry service will be provided by the District for one set of coveralls per person weekly.
7. 5. Mechanics and maintenance personnel shall be provided upon request with non-breakable safety glasses approved by the Occupational Safety and Health Administration (OSHA).

D. Mechanic Tools & Footwear.

1. The District will reimburse Transportation and Facilities Maintenance workers in the following classifications one-thousand dollars (\$1000) per year for the purchase of personal, professional grade tools and footwear required for their work: School Bus Service Technician; School Bus Repair Technician; Mechanic Specialist; and Maintenance Mechanic. The

reimbursement will be issued to the employee upon submission of proof of purchase to and approval by their supervisor.

2. All tools, whether personal or provided by the district, will be clearly marked with the employee's name, and an inventory sheet will be kept of all tools.
3. Reimbursement will be issued to the employee upon submission of a purchase receipt and documentation of the boots safety specifications. Such documentation can include but is not limited to a picture of the tongue tag and/or online listing.
4. 4. If a bus mechanic, or school bus technician's **School Bus Service Technician(s), School Bus Repair Technician(s), Mechanic Specialist(s), or Maintenance Mechanic(s)** personal, professional grade tool is damaged, broken, lost or stolen and is not covered under warranty, the District shall replace the tool with one **(1)** of equal value provided the District shall not be:
 - a. ~~Be sible~~ **Respon** Cover damage due to carelessness, misuse, or normal wear and tear;
 - b. **Be r**Responsible for any tools not required for the completion of assigned duties; and
 - c. Replace ~~these~~ **any** tools a mechanic brings to work which are already provided by the District.

4. If the lost or stolen tool is later recovered, the new tool will become the property of the District. Tools will be replaced only after notification to and upon approval of the supervisor. Any replacement cost over **one hundred dollars (\$100)** will be processed through the District's Risk Management Office.