

MEMORANDUM OF AGREEMENT REGARDING EMPLOYEE UNIFORMS

This Memorandum of Agreement is between the Service Employees Local No. 226 (the "Union") and Douglas County School District No. 0001 (the "District").

Basis for Agreement

- The District and the Union reached a tentative agreement to renew their collective bargaining agreement (the "Renewal Agreement").
- The Renewal Agreement governs only the 2026-2027 school year.
- During the negotiations for the Renewal Agreement, the District clarified its request to include employee uniforms as a new requirement.
- During the negotiations for the Renewal Agreement, the Union clarified that it is willing to accept the District's new requirement for employee uniforms for the 2027-2028 school year.
- Since the Renewal Agreement expires before the 2027-2028 school year, the parties agree to implement the employee uniform agreement on the final day of the Renewal Agreement.

THEREFORE, the parties agree as follows:

1. For the 2026-27 school year, each covered employee who is employed on December 1, 2026, shall receive a stipend in the amount of Two Hundred Sixty Dollars (\$260) payable on December 18, 2026.
2. Effective on the last day of the Renewal Agreement, the District shall require employees to purchase and wear uniforms.
3. The Renewal Agreement shall be modified on the last day of the Renewal Agreement as follows:
 - a. Beginning with the 2027-28 school year, current employees and all subsequent new hires will be required to wear a uniform shirt and safety vest. The District will provide all employees with their first safety vest. The District will provide employees with an annual allowance of \$260.00 to purchase the uniform shirts and any additional safety vests.
 - b. Employees will be expected to wear uniforms and safety vests meeting specifications approved by the Executive Director of Transportation.

IN WITNESS WHEREOF, the parties have executed this Memorandum on the dates set forth below.

DOUGLAS COUNTY SCHOOL DISTRICT 0001

By: Jane Ertenberger

Name/Title: Jane Ertenberger, Board President

Date: 7/13/20

Attest:

By: Anne MacFarland

Name/Title: Anne MacFarland, Board Secretary

Date: 7/13/20

SERVICE EMPLOYEES LOCAL NO. 226

By: Seu Chen

Name/Title: President Seu Local 226

Date: 7-24-20