MEMORANDUM OF UNDERSTANDING
between the
SAN LEANDRO UNIFIED SCHOOL DISTRICT
and the
CALIFORNIA SCHOOL EMPLOYEES' ASSOCIATION
Chapter 94

February 8, 2019

Uniforms

The purpose of this MOU is to identify the terms and conditions of uniform use for employees required to wear district issued uniforms.

Appearance and Dress

SLUSD shall require employees to dress in accordance with established appearance and dress code, which may involve wearing district issued uniforms. The purpose of having district issued uniforms is to ensure ease of identification, establish a positive role model for students, and to foster a positive community image.

Employees required to wear district issued uniforms may wear the official uniform to and from their residence and place of employment. When off campus and functioning in an unofficial capacity, the official uniform shall be covered by an outer garment and out of view from the public. These employees shall not wear their uniform or any part of it elsewhere unless specifically requested to do so as part of an identified need by the Superintendent or designee.

Attire

Employees required to wear uniforms will be provided with district issued uniforms (pants and/or shirts) to cover a five day workweek. The intention of this section is to ensure that employees will have enough district issued attire to wear clean uniforms throughout a five day workweek. For example, if pants are required, this may be a combination of long pants and/or short pants (if appropriate for the job classification). If shirts are required, this may be a combination of long sleeve and/or short sleeve shirts. If outerwear is required (such as a jacket, sweatshirt, and/or hat) only one such item shall be required to be issued.

Standards for Wearing the Uniform

All employees required to wear a District uniform shall look professional at all times. No auxiliary clothing shall be worn while on-duty. All SLUSD identification badges shall be visible at all times. Employees shall keep their uniforms neat and clean to maintain a professional image at all times. District logos shall be visible and readily identifiable.

Care and Cleaning

Employees required to wear district issued uniforms are responsible for the care and cleaning of their uniforms. In the event part of the uniform needs replacing because of wear and tear, damage, or the uniform no longer fits properly, the uniform piece(s) must be turned into the Director of Student Support Services or administrative designee for replacement. If part of the uniform is lost, or if personnel would like additional uniform pieces, those pieces can be purchased through the Director of Student Support Services or administrative designee.

Assigned Property and Equipment

Employees during the course of their employment may, at times, be issued specific property/equipment, such as uniforms, to carry out their duties and responsibilities.

Issued property/equipment will either be worn by employee or be readily accessible at the work site. Property/Equipment will not be left in personal vehicles or unattended at any time unless property is secured in a District approved storage location.

Damaged or lost District property/equipment shall be reported immediately by employee to their supervisor in writing.

Employees are required to surrender all District property/equipment in their possession upon separation from the District. Employee shall surrender any property/equipment belonging to the District when directed by the Superintendent or designee.

General Provisions

The Parties agree that any alleged violation of this Agreement shall be subject to the grievance procedure set forth in the collective bargaining agreement between the parties.

Carl Alvarez
For CSEA President, SL Chapter #491

2/15/19
Date

For the SLUSD John Thompson, Ed.D
Assistant Superintendent
Personnel Services

2/15/19
Date