

## **Memorandum of Understanding**

### **Perris Union High School District (PUHSD) and the California School Employee Association (CSEA) and Its Perris Valley Chapter #469**

#### **Campus Supervisor – Uniforms**

TERMS AND CONDITIONS: The Perris Union High School District (hereinafter, "District") and the California School Employees Association and its Perris Valley Chapter 469 (hereinafter, "Association."), collectively ("the parties") agree as follows:

1. Effective August 8, 2018, the Campus Supervisor uniform shall change.
2. The District agrees to bear the cost of providing uniforms, as follows:
  - a. Six (6) Charcoal Gray Polo Shirts
  - b. Six (6) Black Tactical Shorts/Pants
  - c. Unit Members may also choose three (3) of the following outerwear items:
    - i. Zippered, Hooded Sweatshirt
    - ii. Windbreaker/Raincoat
    - iii. Fleece-Lined Jacket
3. The uniform is the property of the District and shall not be altered by the unit member. The employee shall be responsible for laundering the uniform, ensuring the uniform is clean. The District agrees to repair/replace any damaged uniforms.
4. All new employees shall be issued the prescribed uniform within one month following entry into service.
5. Upon promotion to a different classification or separation from the District, the unit member shall return the prescribed uniform to the District.
6. If a unit member chooses to wear his/her own pants or shorts in place of the District issued uniform pants, the pants/shorts must be solid black tactical pants or golf-style slacks/shorts with belt loops. The pants/shorts must be clean, without holes, rips or other excessive wear marks and must fit appropriately. Athletic shorts, denim shorts or jeans, short-shorts, sweat pants, track pants, or training pants may not be worn. The unit member shall be responsible for repairing/replacing any damage that may result to his/her own pants/shorts.
7. Campus Supervisors are encouraged to wear black closed shoes/sneakers and black socks.

8. Campus Supervisors may wear school site baseball cap, visor, or beanie, or solid black baseball cap, visor, or beanie without logo. Other hats/visors may not be worn without permission from the unit member's immediate supervisor.

It is agreed and understood that this agreement is subject to all approvals required under the CSEA Policy 610, as well as the Perris Union High School District Governing Board approvals.

Dated this 14<sup>th</sup> day of June 2018

**Association:**

  
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Joshua Rushing  
Negotiations Chairperson, CSEA


  
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Lisa Towery  
Labor Relations Representative, CSEA

  
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Alvin Hill  
Negotiations Team Member

  
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Helen Stimach  
Negotiations Team Member


  
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Jacob Riddle  
Negotiations Team Member

**District:**

  
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Kirk Skorpanich  
Assistant Superintendent, Human Resources

  
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Candace Reines  
Deputy Superintendent, Business Services

  
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Judy Miller  
Director, Risk Management & Environmental Safety

  
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Audrey Mitchell  
Director, Nutrition Services