

BOARD PROPOSAL
August 20, 2025
MEMORANDUM OF UNDERSTANDING
FNS Safety Apparel

Food and Nutrition Services will continue their Program for the 2025-2026 and 2026-2027 ~~2024-2025~~ school years, regarding Safety Apparel.

Shirts

1. School-based FNS employees will receive five (5) shirts with the Zone logo for the 2025-2026 and 2026-2027 ~~2024-2025~~ school years.
2. Shirt colors will be determined by FNS.
3. School-based FNS employees must wear the issued shirts at least three (3) days per week on days designated by the FNS manager.

Safety Shoes

1. School-based FNS employees must wear safety shoes daily for work.
 - a. School-based safety shoes must have non-skid soles to prevent slips and falls.
 - b. No canvas, mesh or open-toed shoes are permitted.
 - c. Safety shoes may not be tattered or torn and must be appropriate for work.
2. Each employee will receive one \$45.00 (non-taxed) payment in one of their September paychecks (fall) and a second \$45.00 (non-taxed) payment in one of their February paychecks (winter) for the reimbursement for safety shoes for the 2025-2026 and 2026-2027 ~~2024-2025~~ school years. An employee is eligible for the fall shoe stipend if they have a start date prior to November 30, 2025, for the 2025-2026 school year or November 30, 2026, for the 2026-2027 school year 2024. Any employee with a start date or return to work date after November 30, 2025, for the 2025-2026 school year or November 30, 2026 for the 2026-2027 school year 2024 will only be eligible for the winter shoe stipend. Payments will be included as a separate line item on the FNS employee's paycheck. Employees may be required to show proof that the safety shoes purchased are non-skid. All FNS employees who receive the stipend(s) must remain employed with FNS for thirty (30) calendar days after receiving both the September payment and/or February payment. If any FNS employee leaves the department and/or District before the thirty (30) calendar days have elapsed in the fall and/or winter, they will be required to repay the stipend to FNS.

Responsibility

1. FNS will replace the shirts damaged in work-related incident(s).
2. The employee will replace the shirt if damaged outside of work.
3. It will be the employees' responsibility to keep the shirt and shoes clean and appropriate for work.
4. The District will purchase extra shirts so that the replacement cost to employees for shirts shall not exceed the District's cost.

The Board and the Union agree to begin implementation of this MOU in anticipation of ratification, and to meet during the year to resolve any issues or concerns that arise as a result of this memorandum.

KD
For the Board

Hyun McCall
For the Union

8/20/25
Date

8/20/25
Date