

ARTICLE 10 - EMPLOYEE EXPENSES AND MATERIALS

10.1 Uniforms: Each fiscal year, the District shall provide a uniform stipend of \$500.00 for each custodian, maintenance worker, mechanic, ground's person, and warehouse/delivery person. The district will provide a list of approved pants and shirts from which the employees can choose. A minimum of 5 pairs of pants must be selected each year. The employee may choose short, long, or a combination of short and long sleeved shirts.

A Silver Valley Unified Logo will be printed on the front of the shirt.

10.2 Uniforms: Cafeteria workers, Information Technology employees, and Campus Assistants are required to purchase uniforms and to wear a uniform at all times while in a working status.

The District will provide a stipend to each unit member listed above as follows:

Upon initial employment (After 30 days)	\$100.00
On August <u>30</u> of each year	\$150.00
On January <u>30</u> of each year	\$150.00

A minimum of four (4) uniforms must be purchased each year. The District will determine the color and style of uniform and the health and safety requirements of shoes to be worn in each category.

If there is a change in style or color, uniforms purchased after notice of the change must conform to the new requirement. Notice of a change must be given prior to July 1 of the fiscal year in order for the change to be effective for that year. It is preferred that uniforms which conform to the change be worn in preference to old uniforms, but unit members will be allowed to wear old uniforms as secondary uniforms until the old uniforms wear out.

Each unit member must provide for the upkeep and cleaning of his/her uniforms.

10.3 District Liability Insurance: Unit members in the lawful course of their employment and performance of duties are considered agents of the School District and as such shall be covered by the District's liability insurance.

10.4 Tools: Unit members shall not be required to furnish any tools or equipment in the course of their employment.

10.5 Safety Equipment: The District agrees to provide appropriate safety equipment and the unit member shall be required to utilize all necessary safety equipment and abide by the safety rules and regulations.

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- 47 10.6 Physical Examinations: The District will provide the full cost of any medical examination
48 required as a condition of employment and may require the unit member to be examined
49 by a doctor chosen by the District.
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- 51 10.7 Training and Certification: Any training and/or certification mandated by the district, local,
52 state and federal law, shall be provided to current employees at the expense of the
53 district. Current unit members who wish to attend trainings outside regular work hours
54 that are not otherwise mandated by the district see Article 25.3B. The District shall
55 provide current employees mandated CPR certification, First Aid Training certification
56 during duty hours or at its discretion reimburse the employees for the tuition costs for
57 such courses.
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- 59 10.7.1 Child Nutrition Services Training Certification per the Healthy, Hungry-Free Kids
60 Act of 2010: Each classified food service employee will be provided a certificate
61 from the District indicating that they have successfully completed certification
62 requirements.