

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE HURON CLASSIFIED EMPLOYEES ASSOCIATION  
AND  
THE HURON CITY SCHOOL DISTRICT BOARD OF EDUCATION  
2010

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This Memorandum of Understanding ("MOU") is entered into this 16 day of NOVEMBER, 2010, by and between the Huron Classified Employees Association (hereinafter referred to as the "Association") and the Huron City School District Board of Education (hereinafter referred to as the "Board").

**WHEREAS**, the Board and the Association are currently parties to a negotiated agreement in effect from July 1, 2007 through June 30, 2011; and

**WHEREAS**, the Board employs certain individuals as Transportation Employees, which are described in Article 18.03(7) of the negotiated agreement as "Bus Driver" and "Handicapped Bus Aide"; and

**WHEREAS**, Article 10.16 of the current agreement between the parties states, "*The Board shall furnish seven uniforms annually to all Maintenance, Mechanic and Custodial personnel. The Board shall also maintain and clean the uniforms on a regular basis. The wearing of the uniforms is considered a safety and security issue. The wearing of the uniform shall be mandatory. Employees shall not wear the uniforms except while on duty. Food Service workers shall be furnished smocks and aprons to protect regular clothing. These shall be cleaned and maintained by the district. These shall be stored in the kitchen and not taken home;*" and

**WHEREAS**, the Board desires to extend Article 10.16 to include Transportation Employees; and

**WHEREAS**, the parties have a mutual interest in providing safety and security for Huron City School District students and staff;

**NOW, THEREFORE**, in consideration of the mutual promises and obligations contained herein and other good and valuable consideration, the sufficiency of which is hereby acknowledged, the Board and the Association agree to the following items:

1. The Board shall furnish uniforms initially to all Transportation Employees consisting of eleven (11) shirts and one (1) jacket. Replacement shirts will be issued as needed.
2. The shirts shall include women's shirts for female transportation employees if desired.
3. The board shall maintain and clean the uniforms on a regular basis.
4. The wearing of the uniforms is considered a safety and security issue.
5. The wearing of the uniform shall be mandatory.
6. Employees shall not wear the uniforms except while on duty.

7. This constitutes the entire agreement between the Board and the Association regarding the issues outlined herein. There are no other written or verbal agreements, understandings or arrangements between the parties regarding the issues outlined herein. Any amendment to this MOU must be in writing and signed by both parties.
  
8. The Association and the Board have reviewed this document with their representatives, understand its terms and conditions, are voluntarily executing this document, and each signatory to this agreement represents that he or she has the authority to enter into this agreement on behalf of his or her party.

Huron Classified Employees Association



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Marta Esposito, HCEA President



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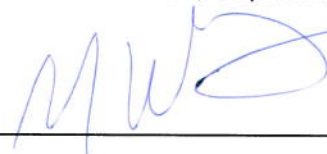
Nick Wells, HCEA Vice President

Huron City School District Board of Education



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Frederick M. Fox, Superintendent



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Michael C. Weis, Treasurer