

BESPA Proposal #3
BDS Counter Proposal #1
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November 13, 2024

5.13 A. The Board will require educational support personnel to wear Board provided identification badges. In addition, the Board will require employees to wear furnished articles of clothing for identification and security reasons. All employees shall abide by OSHA Regulations/Standards.

B. Maintenance Dress Code

All employees should dress professionally. BDS uniforms will be distributed to all employees, except office staff, and should be worn at all times while the employee is at work. Only BDS-approved uniform items are acceptable. The Board will provide t-shirt uniforms to be worn during the summer (May 1st - September 30th).

C. Safety Boots

~~Steel toe or Kevlar~~ **Safety Shoes or** boots will be required for maintenance, warehouse, and transportation employees assigned to work in the shop area. After completing ninety-one (91) days of full-time, active duty, a current full-time employee will be reimbursed \$100 for this item in July. This is a yearly reimbursed amount. In order to receive a yearly reimbursed amount of \$100 in July each year, an employee must:

- o have worked ninety-one (91) days and
- o be a current, full-time employee recommended for re-employment the following year.

If an administrator has concerns with the attire of an employee, the administrator shall meet with the employee in a private setting to address the specific concerns.

TA'D on _____

_____ Josh Balkom, BDS Chief Negotiator

_____ Carol Croon, BESPA President

_____ Michael Petty, MSSU Executive Director

Deleted language is identified with a ~~strikethrough~~.
New language is identified in **boldface and is underlined**.