

**MEMORANDUM OF UNDERSTANDING BETWEEN
HUNTINGTON BEACH CITY SCHOOL DISTRICT**

AND

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS HUNTINGTON BEACH CITY CHAPTER #316

MAY 31, 2022

This memorandum of understanding is agreed between the Huntington Beach City School District (District) and California School Employees Association and its Huntington Beach City Chapter #316 (CSEA).

Use of Cameras and GPS on District Vehicles

All drivers shall be notified of the presence and use of cameras and/or GPS devices on District owned vehicles. The primary intent and purpose of the GPS device is to identify the location of mobile employees in the event of an emergency and to respond to crisis situations more effectively.

The District will not use the GPS device to monitor a route or driver. If unsafe illegal driving or misuse of a District vehicle is reported through a legitimate source, as determined by the investigator/supervisor, the GPS device may be used to confirm or disprove the allegation.

GPS devices and or cameras shall not be utilized to monitor or review unit members unless there is a legitimate investigation pertaining to conduct contrary to the law or District policy.

Security Cameras and Use of Recordings

Unit members shall be notified of any video camera utilized at their work site that may record bargaining unit employees' work. Signs will be posted to notify students, staff, and visitors that recording may occur at the site.

Security cameras shall not be utilized to monitor unit members. When there is a suspected incident involving safety and/or criminal activity, the recording may be viewed by the site administrator, supervisor, and/or Human Resources.

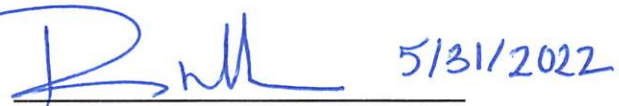
Use of GPS and/or Cameras in Discipline

In the event of an investigation by Human Resources, involving GPS or cameras, CSEA will be notified, and upon request, a copy of the video and/or GPS data will be provided to CSEA.

If a serious violation of the law, Board Policy, or a pattern of unsafe behavior occurs and is confirmed through the use of camera video or GPS data, the information gathered may be used as evidence in the disciplinary process.

For CSEA:

For District:



Mark Francovig Date
CSEA Chapter President

Robert Miller Date
Assistant Superintendent, HR



Amy Gonzales Date
CSEA Labor Relation Representative