

**MEMORANDUM OF UNDERSTANDING**  
between the  
Tustin Unified School District  
and the  
California School Employees Association and its Tustin Chapter #450

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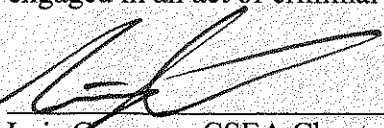
**The parties agree to the following Memorandum of Understanding pertaining to installation of Security Cameras on District property:**

The intent of this memorandum is to clarify the intent and use of the Security Camera devices being installed on District property.

The primary purpose of Security Cameras is to provide a school environment that promotes the safety of students, employees, and visitors to school grounds and the protection of District property, facilities, and equipment from vandalism and theft. More specifically:

- Security Cameras will not actively monitor events and are intended for replay purposes as needed.
- Security Cameras will be used in conjunction with the District alarm systems, and campus safety patrols to deter break-ins, vandalism, graffiti, etc.
- Security Cameras are for protecting District assets and deterring crime.
- Security Cameras are for outdoor use only and will not be installed in a manner where indoor activity is being recorded.
- The cameras will be focused on high traffic areas such as entrances, parking lots, hallways, and other locations identified as a security risk.
- Signage will be conspicuously posted at District locations which indicate the presence of Security Cameras.
- Access to Security Camera footage is for internal purposes and will only be released in the event of a court order, a need by law enforcement, or by Board of Education authorization.
- All Security Camera footage will be saved for 30 days to review activity in the event of a suspected crime.

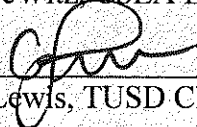
The District will not use video footage / audio recording(s) to determine promotions and transfers, to discipline CSEA bargaining unit members, and/or evaluate employee work performance, except in the sole circumstances when footage/recordings reviewed captures that a CSEA bargaining unit member engaged in an act of criminal activity.

  
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Luis Guerrero, CSEA Chapter President #450

9/12/18  
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Date

  
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Robert DeWitz, CSEA Labor Representative

9-12-18  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Charles Lewis, TUSD Chief Personnel Officer

9-12-18  
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Date