



California
School
Employees
Association

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The nation's largest
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March 13, 2017

Pierre Hollie, Chapter President
Beverly Hills Chapter #328
9120 La Salle Ave.
Los Angeles, CA 90047-3608

Re: Memorandum of Understanding-Security Cameras

Dear Chapter President Hollie:

I have received the Memorandum of Understanding regarding security cameras which was recently negotiated between the Beverly Hills Unified School District and the California School Employees Association and its Beverly Hills Chapter #328. It has been reviewed in accordance with Policy 610. I have found no apparent violations of law, CSEA's Constitution and Bylaws, or policies of the Association.

Please ensure your chapter complies with the Policy 610 Ratification Notice and Ratification Meeting requirements as identified in your chapter constitution and bylaws, including the following:

- Calling a meeting of the bargaining unit for a secret ballot vote;
- At least a five (5) days meeting notice;
- Identifying the meeting time, date and location with an opportunity for discussion/debate;
- Attaching a copy of tentative agreement or a summary; and,
- Providing the Negotiating Committee's recommendation.

I would like to take this opportunity to acknowledge the time and effort spent by the Negotiating Committee and yourself in negotiations. Your involvement and dedication is truly appreciated.

Remember that the MOU must be signed and dated in addition to being ratified by the parties.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Espie Medellin (signature)

Espie Medellin
Field Director

EM/vt

17 ME 328 Re Memorandum of Understanding-Security Cameras

C: Rosemarie Riley, Regional Representative; Don Snyder, Area I Director;
Andrew Prickett, SLRR; Margie Espinoza, Labor Relations Representative;
File

Our mission: To improve the lives of our members, students and community.

Memorandum of Understanding Between
Beverly Unified School District
And
The California School Employees Association and Its Beverly Hills
Chapter 328

The Beverly Unified School District (District) and the California School Employees Association and its Beverly Hills Chapter 328 (CSEA) enter into this Memorandum of Understanding on November 10, 2016.

WHEREAS, the District desires to ensure that all District sites are safe and secure environments for students, District personnel and members of the public; and

WHEREAS, the District and CSEA have determined the placement of video security cameras are necessary in order to increase student, employee and public safety.

NOW, THEREFORE, the District and CSEA agree as follows:

1. The District shall notify CSEA as to the location of all placed video security cameras.
2. The District shall place signs notifying students and staff of the presence of video security cameras. These cameras shall not be installed in bathrooms, locker rooms, or dressing rooms where there is a reasonable expectation of privacy.
3. The District shall provide notice to unit members of the use of video security cameras on District property and general locations.
4. Video security cameras shall be used to investigate:
 - a. Complaints;
 - b. Incidents involving theft of or damage to District property and/or equipment;
 - c. Carelessness or negligence in the performance of duty or in the care or use of District property;
 - d. Crimes prohibited by law;
 - e. Discourteous, offensive and/or abusive conduct or language towards students, staff and/or parents; and
 - f. Conduct which violates District, state and/or federal safety rules and regulations.

The use of data generated by the video security cameras for disciplinary purposes will be consistent with existing District disciplinary procedures as prescribed in Board Policy and the classified collective bargaining agreement.

5. Security camera recordings which directly relate to an identifiable employee that are deemed worthy of preservation by the District for a specific purpose, such as an employee disciplinary proceeding, shall be deemed a "personnel record" and shall be made available to the affected employee for inspection. The District shall give the employee written notice of any such security camera recording within a reasonable time of the District's decision to preserve any such recording. The notice shall afford the employee an opportunity to review and comment in writing on the recording and to have the employee's written comments entered into the employee's personnel file and attached to the copy of the recording preserved by the District.
6. The District shall not engage in video surveillance that involves arbitrary or capricious surveillance of unit members.
7. This MOU is subject to change upon prior written notice to CSEA and subject to negotiations to the extent required by law.

DATED: 3/1/17

Yolanda Mendoza
FOR THE DISTRICT

Yolanda Mendoza, Chief HR Officer

DATED: 3/1/2017

Pierre Hollie
FOR CSEA

Pierre Hollie, President CSEA

DATED: 3/1/17

Margarita H. Espinoza

Margie Espinoza, Labor Relations Representative

California School Employees Association (CSEA)