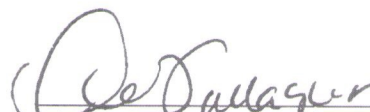


**MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN THE
GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT
AND THE
AFT GUILD, LOCAL 1931**


The parties agree to the following provisions regarding the installment and use of cameras within the District. These provisions shall take effect as of the date of this fully executed MOU.

1. Recognizing the need to maintain a safe and secure environment, the District and AFT agree that the purpose for the installation of video surveillance cameras on District property is to promote and ensure the safety and security of students, staff, and District property and is not intended for employee discipline. The District and AFT agree that surveillance cameras are not intended to replace or circumvent the supervisory or managerial responsibilities associated with employee supervision, evaluation, and discipline.
2. Video cameras may only be installed in public spaces that would be considered public forums in which the public has access to and will not be installed within internal work spaces.
3. The camera feeds and records can only be accessed by the necessary safety personnel in the course of their regular work duties except as required by court order or part of an internal disciplinary investigation concerning allegations of immoral conduct, sexual misconduct, violation of BP 3410/3430, or as part of an internal investigation regarding alleged criminal activity.
4. The parties agree that the intended purpose and use of the cameras are for safety surveillance and not be used to replace or circumvent supervisory or managerial responsibilities. If as a result of a review of the video recording, unrelated to any type of disciplinary issue, a surveillance camera incidentally records an employee committing a crime or violating a District policy that would generally give rise to disciplinary action, the District may use that video recording as evidence in disciplinary proceedings.
5. In no cases may any video recording be used to initiate or substantiate performance issues.
6. The District will provide the AFT Guild, upon request, with a report on camera access including the date and time the camera or recording was accessed and by whom the camera or recording was accessed.



Aimee Gallagher, Interim Vice Chancellor,
Human Resources

Date: 8-4-22



Jim Mahler, President,
AFT Guild, Local 1931

Date: 8-4-22