

**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**THE BUTTE COUNTY OFFICE OF EDUCATION**

**AND**

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION  
and its**

**BUTTE COUNTY OFFICE OF EDUCATION CHAPTER #736 ("CSEA")**

**Effects of Security Cameras**

April 23, 2021

This Memorandum of Understanding represents the conclusion of the parties' negotiations around the effects of the Butte County Office of Education's (BCOE) implementation of security cameras. The parties agree to the following:

1. The BCOE's purpose in installing security cameras at facilities is to ensure the safety and security of students, staff, and BCOE property.
2. Security cameras shall not be used to evaluate employees or to initiate disciplinary proceedings.
3. If the BCOE, in the course of an investigation into a safety or security concern in keeping with the above stated purpose of the security cameras, observes in the course of reviewing security camera footage, or happens to notice an employee behaving in a manner that poses a safety or security concern, the BCOE may use such footage to address the issue with the employee. In this instance, CSEA would be afforded an opportunity to review the video footage, subject to the privacy rights of students, other BCOE employees, or authorized visitors.
4. The BCOE shall not use security cameras at any time for the purpose of monitoring an employee's work or work habits.
5. No audio shall be recorded using security camera with exception of the intercom systems. Designated intercom systems will be placed next to main entry and exits of BCOE buildings. This is required in order to grant non-BCOE personnel building access and ensure building safety.
6. The BCOE shall make available to all employees a map designating the location of all security cameras at each site.

7. Any difference arising from the interpretation, administration, or application of this agreement may be addressed through the grievance procedure set forth in the Collective Bargaining Agreement or any other remedial mechanism available by law, if applicable

For BCOE:

Dated: 5-14-2021

By: Mary Sakuma  
Mary Sakuma, Superintendent  
Butte County Office of Education

For CSEA:

Date: 5-12-2021

By: Cynde Landers  
Cynde Landers, President  
CSEA, #736