

MEMORANDUM OF UNDERSTANDING

Between

KENT SCHOOL DISTRICT NO. 415

And

KENT EDUCATION ASSOCIATION

The following Memorandum of Understanding is made and entered into between the Kent School District (District) and the Kent Education Association (KEA) concerning the impacts and effect of the District's video recording systems at District sites and on District-operated school buses, as follows:

1. The primary purpose of electronic and video monitoring shall be to ensure the health, welfare and safety of all employees, students and visitors to district property, and to safeguard district facilities and equipment.
2. Within thirty (30) calendar days of mutual agreement of the Memorandum of Understanding, the District will provide a description to KEA of the location of all video cameras at each worksite.
3. Additional video cameras or electronic monitoring systems may not be added without three (3) days prior written notice to the Association. Additional video cameras or electronic monitoring systems will be subject to all restrictions described in this Memorandum of Understanding.
4. Video cameras and other electronic monitoring equipment or systems may be used in common areas, such as hallways and cafeterias, even if the common area is used for instruction. Such equipment shall not be used in classrooms or private workspaces assigned to bargaining unit members.
5. Video and/ or electronic monitoring systems will not be used to monitor or observe employee behavior, or to evaluate employee work performance. Any use of the District's video and/or electronic recording systems in employee discipline matters will occur as a means to verify information obtained during an investigation process in compliance with the terms and conditions of the collective bargaining agreement. Appropriate use of the District's video and/or electronic recording system records includes compliance with the just cause and progressive discipline provisions of Article IV, Section 2 of the KEA collective bargaining agreement. If video and/or electronic monitoring system records are used in connection with an investigation of employee conduct, the District, upon request by the KEA, will furnish a copy of the video recording or electronic monitoring system records used.

6. Viewing of video records are coordinated through the District Safety and Security office. Video and audio records from District- operated school buses are maintained by the Transportation Department and viewing is coordinated through the Director of Transportation.

Records from the District's video and/or electronic recording systems are public records, accordingly complete confidentiality of these records cannot be assured. Because such records may contain sensitive information, the District will comply with its policy and state law regarding any public records requests. The release of video and electronic recordings will be pursuant to the rules, regulations, and procedures of the Washington Public Records Act.

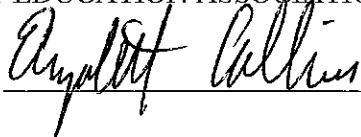
Terms of Agreement:

1. All provisions of the Collective Bargaining Agreement in effect during the 2015-2016 school year not modified by the Memorandum of Understanding shall remain in full force and effect.
2. The Memorandum of Understanding shall become effective upon signature of the bargaining parties and shall expire August 31, 2016, except in the event that a successor collective bargaining agreement has not been agreed upon by the parties, in which case the terms of this agreement will be considered part of the status quo until a successor agreement is in place.

KENT EDUCATION ASSOCIATION

KENT SCHOOL DISTRICT NO. 415

By



By



Date:

3-18-16

Date:

3/21/16