

MEMORANDUM OF UNDERSTANDING

Between the
Central Unified School District
And the
California School Employees Association and its Central Chapter 474

The Parties agree to the following Memorandum of Understanding pertaining to installation of Global Positioning System (GPS) devices:

The intent of this letter is to clarify the capabilities of the GPS devices being installed in District vehicles as well as which of these capabilities will be utilized and by whom.


The primary purpose of the GPS technology is to monitor vehicle location to define the efficiency and effectiveness of District Wide Plant Operations and Grounds personnel. GPS is not intended for surveillance or targeting of CSEA bargaining unit members.

The GPS information (vehicle location) would be accessible by department Director.

In addition, the vehicle trip history would also be available to department Director in the event of a verifiable incident.

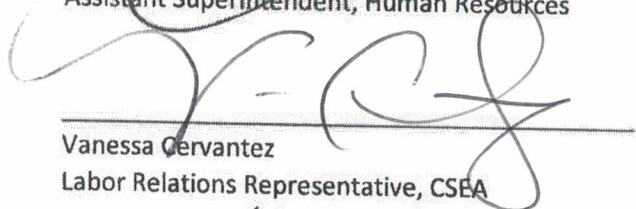
The GPS System will not be used to replace, supplant or circumvent the supervisory or managerial responsibilities associated with employee supervision, nor will it be used as the primary impetus leading to discipline. The Personnel Department will oversee any concerns raised with the GPS system and proper discipline standards. The District will not engage in random, arbitrary, or capricious surveillance of employees.

In the event the District determines the expansion, enhancement and/or modification of the GPS or related technologies is necessary, the Parties agree to meet regarding the effects to classified employees.




Jack Kelejian
Assistant Superintendent, Human Resources

Date: 10/11, 2018



Vanessa Cervantez
Labor Relations Representative, CSEA

Date: Oct. 11, 2018



Philip Chacon
CSEA Chapter 474 President

Date: 10-11-18, 2018