MEMORANDUM OF UNDERSTANDING

BETWEEN THE

NEVADA JOINT UNION HIGH SCHOOL DISTRICT

AND

NEVADA JOINT UNION HIGH SCHOOL TEACHERS’ ASSOCIATION

The Nevada Joint Union High School District ("District") and the Nevada Joint Union High School Teachers’ Association ("Association") enter into this Memorandum of Understanding ("MOU") on the date first set forth below, as to the following:

WHEREAS, the District and the Association agree that it is necessary to add a section to Article XVI Employee Safety;

AND WHEREAS, the District and Association wish to add section 16.8 to Article XVI Employee Safety;

NOW, THEREFORE, the parties agree to add Article XVI Employee Safety, section 16.8 as follows to the contract:

1. 16.8

16.8.1 The District may employ the use of video devices in non-classroom and other areas of district owned sites, per Board Policy and Administrative Regulation 3515, while respecting the rights of bargaining unit members.

16.8.2 The District may utilize video recording devices in gymnasiums, multi-use event facilities, or other instructional areas to protect district equipment, materials and facilities, and to provide safety oversight for students, staff and community. The District agrees to post signage, or to otherwise notify unit members working in proximity to such locations of the existence of video recording devices and the possibility of activities being recorded.

16.8.3 Use of video recording devices for instructional purposes shall require prior authorization of the assigned teacher and site administration.

16.8.4 Use of video devices shall not be used for unit member performance evaluation (Article XVIII) and may not be used for day to day monitoring or discipline of bargaining unit members.

16.8.5 Notwithstanding section 16.8.4, should the District receive an incident report of an action that violates Board Policy, the District shall be able to utilize video recording to confirm or deny such reports. Should an
investigation be required as a result of a reported incident, such recordings may be utilized for investigative purposes and serve as evidence for possible disciplinary action.

16.8.6 Authority to monitor and review video and recording devices and footages shall be designated by district and site administration in accordance with Board Policy and Administrative Regulation 3515. Authorized users shall include district and site administration, technology staff, campus security, and when needed, administrative designees, for specific purposes only.

2. Nothing in this Memorandum of Understanding shall establish a past practice or be construed as precedent in any manner.

NEVADA JOINT UNION HIGH SCHOOL DISTRICT

3:20 pm
Dated: September 30, 2019

NEVADA JOINT UNION HIGH SCHOOL TEACHERS ASSOCIATION

Dated: September 30, 2019