

MEMORANDUM OF UNDERSTANDING
Between
NORTH THURSTON PUBLIC SCHOOLS
And
PUBLIC SCHOOL EMPLOYEES OF NORTH THURSTON

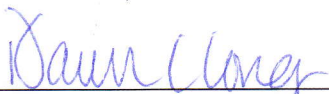
North Thurston Public Schools (The District) and Public School Employees of North Thurston (The Association) mutually agree to add additional language to current contract language as stated in Section 8.3.11, regarding video, audit and GPS.

Section 8.3.11. Video Cameras, Audio Recording and GPS Units

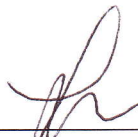
The District and the Association agree the purpose of video cameras, audio recordings and GPS units on buses is to provide the transportation specialist in conjunction with the District with a tool to assist in student management and not to evaluate specialist performance. However, this section does not pertain to criminal or professional misconduct investigations.

Video, audio and GPS may be used like any other evidence in cases involving safety concerns or allegations of employee misconduct, but shall not be used to monitor employee performance. Video, audio and GPS evidence can be used to confirm or deny specific allegations that could result in employee discipline. Drivers may view video, audio and GPS of their run upon request to their supervisor. Video, audit and GPS will not be reviewed by non-supervisory employees, unless it is an emergency situation, **part of a student management review**, or part of a training program of which the employee is aware.

The provisions of this Memorandum of Agreement (MOU) shall supplement the provisions of the 2017-2020 Collective Bargaining Agreement (the Agreement) between North Thurston Public Schools (NTPS) and Public Schools Employees of North Thurston (PSE), which shall remain in full force and effect except as set forth herein.



Dawn C. Long, HR Director
District



Lyn Nakashima, PSE
Association

2-1-2018

Date

2-15-18

Date