

MEMORANDUM OF UNDERSTANDING

between
Tracy Unified School District
And
Tracy Educators' Association

January 24, 2025

This Memorandum of Understanding between Tracy Educators Association (hereafter "TEA") and the Tracy Unified School District (hereafter "District") is to resolve the negotiations regarding installation of security cameras in school district gymnasiums and libraries. The primary intent of security cameras is for safety purposes and to deter criminal activity.


Cameras and Monitoring Equipment

1. Intercoms and cameras used for communications, monitoring safety conditions, and/or athletics shall not be used for the purpose of employee supervision, surveillance, or as the primary sole basis for discipline of unit members. The District may use security camera video/audio recordings to investigate a potential policy or statutory violation allegation against an employee. If employee discipline is based in part on such video/audio evidence, the District shall furnish a copy of the footage, with student and/or staff information redacted as needed, to the Association President.
2. The District shall provide to TEA, at least annually, a listing of the number and location of known security and/or athletics cameras in use. TEA shall be notified in advance of any new security and/or athletics camera installations.
3. No security or athletics cameras will be installed where there is a reasonable expectation of privacy, in accordance with applicable law, such as bathrooms and locker rooms.
4. In gymnasiums and other multi-use facilities, the District agrees to use signage and to notify unit members working in proximity to such locations of the existence of video recording devices and the possibility of activities being recorded. Such notice does not constitute a waiver of the rights under Education Code 51512.
5. Should the District have to share footage with any outside agency, including police or fire, the Association President and impacted unit members shall be informed.
6. TEA agrees to withdraw Unfair Practice Charge No. SA-CE-3155E in recognition of the impacts being negotiated.


Both parties acknowledge this MOU requires ratification by TEA.

Nothing in this MOU is intended to create past practice or precedent.

Agreed to this 24th day of January, 2025, in Tracy California.



Tammy Jalique,
Associate Superintendent of Human Resources



Anthony Irizarry,
TEA President