

General Personnel

Video Cameras

The intent of the use of video cameras is to maintain a safe environment for students and employees. The content of video recordings is confidential and is subject to District policies and procedures and only those people with a legitimate educational or administrative purpose may view the recordings. If the content of any video recording becomes the subject of an employee disciplinary hearing, the employee and the Association may, upon request, have access to any parts of the recording that pertain to the disciplinary hearing. Security cameras will not be located in classrooms, clothes changing locker rooms, restrooms, administrative offices, or employee break rooms. No expectation of privacy exists in the areas of surveillance.

Appropriate District personnel in connection with investigation of suspected criminal conduct, security violations, or incidents may review data from the video security equipment. Access to data involving District personnel will be limited to appropriate administrative personnel, and law enforcement agencies. Such review will take place in privacy of the office of one of the parties listed above.

If review of data inadvertently reveals alleged incidents of employee misconduct, the employee and the Association will be notified in writing if the District intends to investigate the alleged employee misconduct incident. In such investigations, the Association representative and employee may review the data depicting the alleged employee misconduct.

The employee will have the right to be represented in all investigatory meetings regarding alleged misconduct unless the employee declines representation. Any discipline that may be imposed against the employee shall be in accordance with the applicable provisions of the Collective Bargaining Agreement.

CROSS REF.: 4:170 (Safety), 7:220 (Bus Conduct), 8:20 (Community Use of School Facilities)

ADOPTED: August 14, 2012