Memorandum of Understanding
between
Service Employees International Union Local 1021 (SEIU)
and
Sonoma County Office of Education (SCOE)

Use of Video Camera Surveillance in Student Transportation Vans

The parties agree to the following guidelines in alignment with the Family Educational Rights and Privacy Act of 1974, 20 U.S.C. §1232g to implement the use of video camera systems in vans used to transport students in SCOE's Alternative Education Program. This agreement is intended to support student and staff safety while ensuring appropriate safeguards, transparency, and compliance with applicable laws and policies.

SCOE shall ensure that all bargaining unit members assigned to student transportation are informed of the presence and purpose of video recording systems.
Employees shall:

- Refrain from tampering with or interfering with camera equipment
- Follow all SCOE procedures related to student supervision and safety during transport
- Report any malfunction or concern regarding camera equipment

The presence of cameras is intended for safety and accountability purposes and not for employee evaluation.

Access and Viewing of Recordings
Access to video recordings shall be limited and controlled in accordance with the following:

- Viewing requests limited to authorized personnel such as maintenance and operations supervisors and program administrators
- Additional requests subject to approval by designated SCOE leadership
- Only relevant portions of recordings will be reviewed in relation to specific incidents
- Viewings will only be conducted in designated locations under supervision

Confidentiality and Storage

All video recordings shall remain the property of SCOE and will be:

- Securely stored to ensure confidentiality
- Maintained in compliance with applicable laws, including student privacy protections (e.g., FERPA)
- Released only upon authorized approval

Chain of Custody

When recordings are used for formal review or investigation:

- A documented chain of custody shall be maintained
- Only authorized personnel may transfer or handle recordings
- All transfers must be logged to preserve integrity of evidence

This agreement shall be in effect beginning **July 1, 2026,** and shall expire on **June 30, 2027**. The parties agree to meet and confer prior to expiration if SCOE seeks to continue, modify, or expand the use of camera systems.

This MOU is non-precedential and shall not be cited as past practice or precedent in any other matter between the parties.

For SCOE:

Electronically signed by: Amie Carter
Date: Jun 18, 2026 11:22:26 PDT

Dr. Amie Carter, Superintendent
Sonoma County Office of Education

Jen Larson
Electronically signed by: Jennifer Larson
Reason: I am accepting the terms of this contract.
Date: Jun 18, 2026 16:08:52 PDT

Dr. Jennifer Larson, Assistant Superintendent
Sonoma County Office of Education

Nicole Rosaschi
Electronically signed by: Nicole Rosaschi
Date: Jun 18, 2026 14:14:50 PDT

Nicole Rosaschi, Director of Human Resources
Sonoma County Office of Education

For SEIU:

Aaron Burton
Electronically signed by: Aaron Burton
Reason: I am accepting the terms of this contract.
Date: Jun 29, 2026 10:38:28 PDT

Aaron Burton, Field Representative
SEIU Local 1021

ABritton
Electronically signed by: Alli Britton
Reason: I am accepting the terms of this contract.
Date: Jun 17, 2026 15:32:48 PDT

Alli Britton, Job Steward
SEIU Local 1021

Electronically signed by: Krystal Garcia
Reason: I am accepting the terms of this contract.
Date: Jun 29, 2026 17:25:56 PDT

Krystal R. Garcia, Job Steward
SEIU Local 1021