

LETTER OF AGREEMENT

THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING AGREEMENT BETWEEN NORTH KITSAP TRANSPORTATION EMPLOYEES NEA-WEA AND NORTH KITSAP SCHOOL DISTRICT NO. 400.

Onboard technology (currently GPS) is a tool to assist in providing a safe and secure educational environment for students and staff. The information obtained by onboard technology will be used to manage fleet operations, for guidance and training and to ensure excellent customer service.

The Association and the District agree that:

Monitoring of the onboard technology by the District may be used to ensure compliance of District policies and procedures and the law;

Onboard technology may be used as evidence in cases involving safety concerns or employee discipline and will not be used by supervisors for the general purpose of monitoring employee performance except in response to a qualifying event.

If the District uses onboard technology data in a disciplinary matter, the discipline must stem from a qualifying event and be based on just cause. A qualifying event means that the District has received information that raises an issue about a particular driver or route. The total amount of on-board technology data reviewed as a result of a qualifying event must be reasonable and for the purpose of confirming whether the event occurred. Examples of "qualifying events may include but are not limited to the following circumstances:

- A police inquiry or call regarding a District vehicle or driver;
- A student, parent or citizen complaint or inquiry;
- An observation by a supervisor or citizen;
- A review of a regular report that is run for all drivers

The Association will be notified of any new onboard technology software applications purchased by the District.

This Letter of Agreement will be in effect until the end of this negotiated agreement, August 31, 2021, unless reopened by mutual agreement of both parties.

Dated April 16, 2019

North Kitsap School District

By: 

Superintendent/Designee

Dated April 16, 2019

NEA-WEA Transportation

By: 

President