

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT
AND
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS RSCCD CHAPTER 579 (CSEA)

June 12, 2025

Use of Artificial Intelligence

This Memorandum of Understanding (“MOU”) is made between the Rancho Santiago Community College District ("DISTRICT") and the California School Employees Association and its RSCCD Chapter 579 ("CSEA"). This MOU establishes a collaborative framework between the Parties to promote fair, ethical, and sustainable working conditions associated with the research, development, deployment, and use of Artificial Intelligence (“AI”). The Parties aim to ensure that AI technologies are designed and implemented in ways that uphold labor rights, worker protections, inclusivity, and human dignity.

The Parties agree to the following:

1. Human-Centered AI Development
 - AI is a tool to augment, not replace, human work where possible; the District will discuss effects with the union.
2. Transparency and Consultation
 - The District will make reasonable effort to inform employees and their representatives about AI deployment plans and consult on potential impacts.
3. Fair Labor Practices
 - No worker shall be discriminated against or unfairly treated due to decisions made by or involving AI systems.
4. Reskilling and Training

- The Parties commit to offering continuous education, retraining, and upskilling opportunities for workers whose roles are affected by AI technologies.
5. Accountability and Oversight
- Decisions made by AI systems with potential labor consequences will remain subject to human oversight.
 - Data aggregated by AI shall not be used in an arbitrary or capricious manner, and will be guided by due process.
6. Data Privacy and Protection
- All employee data collected via AI systems must be handled with strict confidentiality and in accordance with applicable privacy laws.
7. Use in Negotiations
- Neither the District nor CSEA shall use Artificial Intelligence to record, dictate, summarize, or otherwise track the discussions that take place at the bargaining table.

The District and CSEA agree to a joint task force to review impacts in the workplace, of AI annually within the first two months of the calendar year.

This MOU is an ongoing agreement between CSEA and the District. This MOU is subject to CSEA review requirements and ratification.

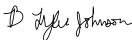
District:


Kristin Olson (Jun 17, 2025 11:12 PDT)

Jun 17, 2025

Kristin Olson, Esq. Date
 Vice Chancellor, Human Resources

CSEA:



Jun 17, 2025

Tyler Johnson Date
 CSEA President



Jun 17, 2025

Diego Ortega Date
 CSEA, Labor Relations
 Representative











FINAL_RSCCD to CSEA-579 AI MOU_june 2025


Final Audit Report

2025-06-17


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