

**MEMORANDUM OF UNDERSTANDING BETWEEN  
SAN DIEGO COMMUNITY COLLEGE DISTRICT AND  
AFT GUILD, LOCAL 1931 FACULTY BARGAINING UNIT**

The Parties agree to this Memorandum of Understanding (“MOU”) regarding presence of the Avanti application on District issued mobile phones:

The Avanti application is not being used to track or collect data regarding employee location, movement, activity, or behavior.

The District will not use Avanti on District-issued phones to track or collect data regarding employees’ location, movement, activity, or behavior without first negotiating with the AFT over whether to allow such tracking.

In no case may any Avanti app data be used to initiate or substantiate performance issues.

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Jared Burns, Vice Chancellor of  
People, Culture, and Technology Services

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Jim Mahler, President  
AFT Guild, Local 1931