

2018-2019 Tentative Agreement

Between
THE LOS ANGELES COUNTY OFFICE OF EDUCATION
And
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 99

March 19, 2019

ARTICLE IX - COMPENSATION

A. Salary

The Office and the Union agree that unit members shall receive salaries in accordance with the salary schedule and position classification allocation lists in Appendix A.

1. 2018 -2020 Salary Improvement

All active unit members at the time of ratification shall receive a salary increment of three percent (3%) for 2018-2019 school year retroactive to July 1, 2018, and a three percent (3%) increment for the 2019-2020 school year.

In the event that another bargaining unit receives an across-the-board general salary improvement for 2018-2020 school years, SEIU unit members shall receive the same comparable increase for the same period.

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ARTICLE XV - DURATION AND RENEGOTIATIONS

This agreement shall become effective upon the Superintendent's adoption and shall remain in full force and effect up to and including June 30, 2020, and thereafter shall continue in effect year by year unless one of the parties has been notified the other in writing of intention to reopen as specified in this Article no later than April 30 of each year of the agreement.

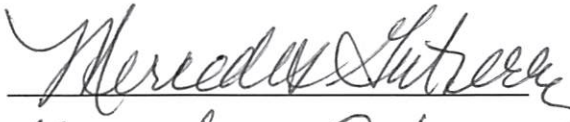
The parties agree to reopen negotiations on any Article of the agreement except Article IX Compensation, Sec. A.1. Salary for 2019-2020.

Neither party shall be obligated to meet and negotiate on any Article that has not been reopened unless it meets the provisions described in Article XIV Effect of the Agreement.

Articles may be reopened during the term of this Agreement by mutual agreement in writing by both parties to this Agreement.

LOS ANGELES COUNTY OFFICE OF EDUCATION

Date: 3/19/19

By: 
Mercedes Gutierrez
(Print Name)

SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 99

Date: 3/19/19

By: 
MICHAEL HABEREGGER
(Print Name)

MEMORANDUM OF UNDERSTANDING
Between the
LOS ANGELES COUNTY OFFICE OF EDUCATION
And
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 99

ROSE AGREEMENT ON ARTICLE VIII
March 19, 2019

I. PARTIES

The Parties are the Los Angeles County Office of Education (the “Office”) and Service Employees International Union, Local 99 (the “Union”), herein referred to jointly as the “Parties.”

II. BACKGROUND

- A. During negotiations for a successor collective bargaining agreement for the 2015-2018 term, the Parties agreed to form a committee to study the process and form used for evaluation of Union employees.
- B. During negotiations for a reopener collective bargaining agreement for the 2016-2017 term, the Parties agreed to amend Appendix J regarding the ROSE Agreement on Article VIII to memorialize the following:
 - 1. The Parties agreed that the process and/or form for evaluations had been studied in order to better meet the needs and interests of both Parties;
 - 2. The Parties agreed to implement a Pilot evaluation study and provide recommendations through the Personnel Evaluation Review Committee (hereafter, “PERC”) during the 2017-2018 school-year;
 - 3. The initial Pilot included a small representative sample of the various classifications spread throughout four divisions which included: Greater Avenues for Independence (GAIN), Technology & Infrastructure Services (TIS), Curriculum & Instructional Services (CIS), and Facilities & Construction Services (DFC);
 - 4. The Parties provided training on the new evaluation model for managers and employees in tandem.
- C. The pilot took place between January and June 2018, closing the 2017-2018 school-year.
- D. Under the 2016-2017 amendments to the ROSE Agreement on Article VIII, “[r]esults from the initial pilot could result in an extension of the pilot period.” The designated PERC representative was to provide the results of the Pilot as a report to the Office and the Union as a 2017-2018 reopener proposal.

- E. The 2017-2018 term concluded on June 30, 2018. However, the Parties were unable to reopen negotiations for that term. Consequently a side letter of agreement amended Appendix J was executed on August 2, 2018 in order to implement Phase II of the Pilot.

III. PURPOSE

The 2019-2020 evaluation cycle will commence on July 1, 2019 utilizing system enhancements to the LACOE Electronic Evaluation Tool (hereafter, "EET") in an effort to streamline the levels of access, maintenance and custom configurations agreed upon as part of a potential third and final evaluation pilot.

Accordingly, this measure is necessary in order to continue the evaluation Pilot for all classifications represented by the Union in the four divisions noted above and provide the ability to compare software and services to best meet the needs of all stakeholders.

IV. PHASE III OF THE PILOT


Beginning on or about June 1, 2019, training will be provided to all managers and employees (within the 4 divisions) using EET, and the evaluation process may be initiated following the proposed process timelines which are incorporated by reference in a report that has been submitted to the Office and the Union, effective July 1, 2019. Members evaluated under this pilot will have a memorandum indicating this evaluation is part of a Pilot process attached to the evaluation, submitted to Human Resource Services, and entered into their personnel files. Upon conclusion of Phase III, and no later than June 15, 2020, a recommendation will be made by PERC to the Superintendent regarding the software tool to be utilized in the implementation of the new evaluation process between the Office and Union. The final decision regarding the software tool to be used for performance evaluations shall be made no later than June 30, 2020, for implementation no later than August 1, 2020.

This MOU shall expire on June 30, 2020. Nothing herein shall be construed as incorporating the provisions of the PERC Report into the collective bargaining agreement until the Pilot is completed, and final recommendations have been made to the Office and the Union, nor shall the provisions of the PERC Report be subject to the contractual grievance and arbitration procedure.

The intention of both Parties regarding this Memorandum of understanding is to continue the effort that both the Office and the Union have made in order to implement an on-line evaluation process using a goal-setting and competency model approach.

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 99


Date: 3/19/19

By: 
Mercedes Gutierrez

(Print Name)

LOS ANGELES COUNTY OFFICE OF EDUCATION

Date: 3/19/19

By: 
MICHAEL HAZERKERKER

(Print Name)