

**SIDE LETTER AGREEMENT
BETWEEN
MONTAGUE CHARTER ACADEMY
&**

**SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 99
REGARDING A ONE-TIME BONUS PAYMENT
FOR UNIT MEMBER EMPLOYEES WHO VOLUNTARILY
PERFORMED WORK ON CAMPUS IN 2020-2021**

May 5, 2021

This Side Letter Agreement is entered into between Montague Charter Academy (“MCA”) and Service Employees International Union, Local 99 (“SEIU”) as follows:

WHEREAS, MCA is an independent public charter school, authorized by the Los Angeles, Unified School District (“LAUSD”); and

WHEREAS, SEIU is the exclusive representative of MCA’s classified staff in the following classes: Operations-Support Service Employees, Instructional Aides, Teacher Assistants, and Playground Aides;

WHEREAS, MCA and SEIU (collectively, the “Parties”) have a collective bargaining relationship and operate pursuant to a Collective Bargaining Agreement (“CBA”); and

WHEREAS, as a result of the COVID-19 pandemic, MCA employees were permitted to work from home during most of the 2020-2021 school year; and

WHEREAS, many SEIU unit members voluntarily chose assist MCA by working on campus; and

WHEREAS, MCA wishes to show its appreciation by providing a one-time bonus for those SEIU members who voluntarily worked on campus for a significant portion of the year; and

WHEREAS, SEIU is in agreement with the payment of such bonuses;

NOW THEREFORE, the Parties do hereby agree to enter into the following Side Letter Agreement follows:

AGREEMENT:

1. SEIU unit members who will have worked on campus for at least twenty-five percent (25%) of their assigned work days during the 2020-2021 school year (from July 1, 2020 to June 30, 2021) will receive one-time appreciation bonus as follows:


- a. Bargaining unit employees who will have worked on campus for twenty-five percent (25%) to forty-nine percent (49%) of their assigned work days during the 2020-2021 school year will receive a bonus payment of one percent (2%) of their total compensation for the year;
 - b. Bargaining unit employees will have worked on campus for fifty percent (50%) to seventy-four percent (74%) of their assigned work days during the 2020-2021 school year will receive a bonus payment of two percent (3%) of their total compensation for the year;
 - c. Bargaining unit employees who will have worked on campus for seventy-five percent (75%) to ninety-nine percent (99%) of their assigned work days during the 2020-2021 school year will receive a bonus payment of three percent (4%) of their total compensation for the year;
 - d. Bargaining unit employees who will have worked on campus for one hundred percent (100%) of their assigned work days during the 2020-2021 school year will receive a bonus payment of five percent (5%) of their total compensation for the year;
2. Bonus payments identified in Paragraph 1, above, will be paid on or before June 30, 2021;
 3. This Side Letter Agreement does not and will not serve as precedent in any manner;
 4. This Side Letter Agreement is limited to the 2020-2021 school year and therefore expires on June 30, 2021.

Signatures:


The parties acknowledge and agree to the above terms including that it does not and will not serve as precedent in any manner.

AGREED:

Date: 5/5/21


 Margaret Ortiz, Internal Organizing Manager
 SEIU

Date: 5-5-21


 Sal Torres, MCA Union Chair
 SEIU

Date: May 5, 2021


 Jose Salas, Executive Director/Principal
 MCA