



California
School
Employees
Association

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Matthew "Shane" Dishman
Association President

Keith Pace
Executive Director

Member of the AFL-CIO

The nation's largest
independent classified
employee association



August 31, 2022

Via Electronic Mail:

Irlanda Lopez, President
CSEA Cerritos Chapter 161

Re: Memorandum of Understanding (MOU) – Digital Evaluation Pilot Program

Dear President Lopez:

I have received the attached MOU regarding the above-referenced matter between the Cerritos Community College District and California School Employees Association and its Cerritos Chapter 161.

It has been reviewed in accordance with Policy 610. I have found no apparent violation of law, CSEA's Constitution and Bylaws, or Policy.

Ratification for this MOU *is* required. Please provide your Labor Relations Representative with the ratification date so that we may update our records.

Please ensure your chapter complies with the Ratification Meeting requirements as identified in your chapter constitution and Policy 610 Ratification Notice.

I would like to take this opportunity to acknowledge the time and effort spent by you and the Negotiating Committee in negotiations. Your involvement and dedications are truly appreciated.

Please feel free to contact my office at (626) 258-3349 or hlim@csea.com if you have any questions or concerns.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Heng Lim
Field Director

HL/ep

Enclosure

Cc: Jody Grenier, Region 35 Representative
Ivan Pastrano, Area G Director
Jerome Wilson, Labor Relations Representative

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**MEMORANDUM OF UNDERSTANDING
BETWEEN THE CERRITOS COMMUNITY COLLEGE DISTRICT AND THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS CERRITOS CHAPTER 161**

August 4, 2022

The Memorandum of Understanding is hereby entered into between the Cerritos Community College District and the California School Employees Association and its Cerritos Chapter 161, pursuant to the Educational Employment Relations Act and the Collective Bargaining Agreement between the parties.

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DIGITAL EVALUATION PILOT PROGRAM

Notwithstanding and in addition to the provisions of the Collective Bargaining Agreement, the parties agree that the development of an updated and modernized digital evaluation tool for the completion of classified evaluations is in the best interest of the District, its staff, and students. In pursuit of those ideals, the parties agree as follows:

1. Following execution of this Agreement, and during the Fall semester of 2022, the Vice President of Human Resources or designee will create an Evaluation Work Group for the purposes of exploring feasible options for the modernization of the existing CSEA evaluation form, with the express intent of either procuring or developing a tool that meets the needs of the District and its students.
2. The Evaluation Work Group shall include no less than three (3) representatives from CSEA for purposes of testing the viability of digital evaluation options, potentially including commercially available and/or internally developed evaluation instruments.
3. An Evaluation Work Group recommendation shall be completed as soon as reasonably possible, shall be based upon the consensus of the Work Group, and shall be referred to the collective bargaining teams for the District and CSEA, for negotiation and implementation consistent with Article 10.3.8.

This MOU shall expire in full without precedent on June 30, 2024, unless revised by mutual written agreement of the parties. This Agreement is non-precedential, will not bind the parties in any future action, whether under similar circumstances or not, and cannot be introduced in any grievance, arbitration, complaint, administrative or legal proceeding as evidence of past practice or intent of the parties or meaning or application of the collective bargaining agreement.

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FOR THE DISTRICT

Mercedes Gutierrez

Mercedes Gutierrez (Aug 4, 2022 14:45 PDT)

Dr. Mercedes Gutierrez
Vice President, Human Resources

Joshua Taylor

Joshua Taylor
District Counsel

FOR THE ASSOCIATION

Erik Duane
Erik Duane (Aug 4, 2022 14:49 PDT)

Erik Duane
CSEA Lead Negotiator

Irlanda Lopez
Irlanda Lopez (Aug 5, 2022 09:06 PDT)

Irlanda Lopez
CSEA President

Jerome Wilson
Jerome Wilson, LRR
CSEA Representative