

MEMORANDUM OF UNDERSTANDING

Between

THE LOS ANGELES COUNTY OFFICE OF EDUCATION¹

And

SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 99

October 09, 2023

I. Parties

The parties hereto are the Los Angeles County Office of Education (hereinafter, “LACOE”) and the Service Employees International Union Local 99 (hereinafter, “SEIU Local 99”), herein referred to collectively as the “Parties.”

II. Background

The Parties engaged in negotiations regarding a 2025 – 2028 successor collective bargaining agreement (hereinafter, “CBA”) in which the Parties reached a tentative agreement (hereinafter, “TA”) on or about January 19, 2023.

Following ratification of the tentative agreement by SEIU Local 99 bargaining unit members, a properly noticed public hearing was held on March 21, 2023, at which time the Superintendent of LACOE duly adopted the tentative agreement as final.

On September 20, 2023, representatives from the Parties met to review a) the extant 2022 – 2025 CBA, as modified by the TA, b) to review the TA modifications incorporated into the 2025 – 2028 CBA, c) to review the 2022 – 2025 CBA provisions and/or appendices that are not relevant, inapplicable, or expired, and d) to agree to a final copy of the 2025 – 2028 CBA that does not include specified provisions from the 2022 – 2025 CBA.

III. Purpose

The primary purpose of the Memorandum of Understanding (hereinafter, “MOU”) is to memorialize the mutual agreement the Parties reached not to include specified 2022 - 2025 CBA provisions and/or appendices, which are identified herein below.

¹ The Los Angeles County Office of Education is also known as The Los Angeles County Superintendent of Schools, in which they are one of the same and may be regarded as such for purposes of this Memorandum of Understanding.


IV. 2022 – 2025 CBA Provisions And/Or Appendices That Will Not Be Included In The 2025 2028 CBA

- A. Appendix F – 2006 JBC Tentative Agreement (p. 100), which is incorporated herein by reference;
- B. Appendix G – 2011 MOU Joint Benefits Bank Account (p. 103), which is incorporation herein by reference;
- C. Appendix H – 2014 & 2015 JBC Agreement (p. 106), which is incorporated herein by reference;
- D. Appendix I – 2016 & 2017 JBC Agreement (p. 108), which is incorporated herein by reference;
- E. Appendix I [*sic*] – 2018 – 2019 JBC Tentative Agreement (p. 115), which is incorporated herein by reference;
- F. Appendix J – Rose Agreement (p. 117), which is incorporated herein by reference;
- G. Appendix K - COVID-19 and Excessive Leave (p.120), which is incorporated herein by reference;
- H. Appendix L – COVID-19 Training (p. 121), which is incorporated herein by reference; and
- I. Appendix M – COVID-19 Vaccination and Testing Mandate (p. 123), which is incorporated herein by reference.

Any and all references, if any, to the above appendices in the 2025 – 2028 CBA are null and void.


For Los Angeles County Office of Education:

Dated: Nov 14, 2023

By: 
Kanika White (Nov 14, 2023 11:03 PST)
Kanika White, Ed.D.
Chief Human Resources Officer


For Service Employees International Union Local 99:

Dated: Nov 13, 2023

By: 
Michael Haberberger
Director of Union-Employer Relations

For Service Employees International Union Local 99:

Dated: Nov 14, 2023

By: 
Damita Carey-Smith
SEIU Chief Steward