

Sonoma County Junior College District and SEIU Local 1021 (Classified Unit)  
Side Letter Regarding Staggered Evaluations  
November 20, 2023

---

The Sonoma County Junior College District (District) and SEIU Local 1021 Classified bargaining unit mutually agree to the following:

The parties have an interest in evaluating all Classified Professionals as outlined in the parties' bargaining agreement. Considering the workload required to evaluate all Classified Professionals in Spring of 2024, the parties have agreed to stagger the scheduling of evaluations as outlined below with approximately one-third being evaluated in each of the succeeding three Spring semesters beginning with Spring 2024.

Spring 2024

Classified Professionals with a hire date in December 2011 or earlier.

Spring 2025

Classified Professionals with a hire date in January 2012 through January 2018.

Spring 2026

Classified Professionals with a hire date in February 2018 through the date this side letter is signed.

Once the unit members are evaluated as outlined above, the evaluation article timelines contained in the collective bargaining agreement shall be followed.

Classified Professionals hired after the date of this side letter shall follow the regular evaluation cycle as outlined in the collective bargaining agreement between SEIU and the District.

AGREED TO ON 11/21/2023

BY:

FOR THE DISTRICT'S TEAM:



[Gene Durand \(Nov 21, 2023 18:28 PST\)](#)

Gene Durand or  
Designee

FOR THE SEIU, LOCAL 1021 TEAM:



Jessica Melvin



[Steve Fesler \(Nov 27, 2023 10:39 PST\)](#)

Steve Fesler