

## Side Letter of Agreement with PEU Local One Regarding Compensation/Classification Study

The Contra Costa County Superintendent of Schools (CCCOE) and PEU Local One (Local One) agree to the following:

In an effort to provide a fair, competitive, and sustainable compensation structure, the CCCOE will engage an outside consultant to conduct a compensation/classification study. The study will be completed during the 2019-20 fiscal year. Local One will be invited to meet with the consultant to provide input regarding the development of the scope and desired outcomes of the study. The CCCOE and Local One expects the study to focus on the following outcomes:

- **To update job descriptions**
- **To ensure market/internal structure alignment**
- **To identify paths for career progression**
- **To address recruitment and retention needs**
- **To review minimum qualifications to facilitate recruitment of talent**

The results will be discussed with Local One in a Meet and Confer at the conclusion of the study. The findings are not binding.

### SIGNATURES

***For the Contra Costa County  
Superintendent of Schools***

  
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Katie Gaines, Assistant Superintendent, HR

Date: 4-4-19

***For the Public Employees Union,  
Local One***

  
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Jeff Apkarian, Senior Business Agent

Date: 4/4/19