

**TENTATIVE AGREEMENT
BETWEEN
SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU) LOCAL 1021
AND
COTATI-ROHNERT PARK UNIFIED SCHOOL DISTRICT
2020-2021 Collective Bargaining Agreement Negotiations**

This is a complete tentative agreement to settle all outstanding negotiations items for the 2020-2021 round of negotiations.

The parties agree as follows:

- Article 7 – Salary (attached)
- Article 7 – Out of Class Assignments

The date in Article 1.1 shall be amended to the date on which the parties sign this Tentative Agreement as indicated below. The duration described in Article 32.3 shall reflect the period of July 1, 2020 to June 30, 2021, notwithstanding that the parties have agreed to pay increases with effective dates prior to July 1, 2020. There will be no reopeners.

This tentative agreement shall be final upon ratification by SEIU and the District's governing board and the contract shall be closed through June 30, 2021.

For CRPUSD:

Mayra Perez 06 / 11 / 2021
Mayra Perez, Superintendent

Jennifer Hansen 06 / 10 / 2021
Jennifer Hansen, Chief Negotiator

For SEIU:

Bryna Wigmore 06 / 10 / 2021
Bryna Wigmore, SEIU Chapter President

Yvette Wilhelmsen 06 / 10 / 2021
Yvette Wilhelmsen, SEIU Negotiating Team

Ekaterini Grant 06 / 10 / 2021
Ekaterini Grant, SEIU Negotiating Team

Xochitl Lopez 06 / 11 / 2021
Xochitl Lopez, Attorney for SEIU

**COTATI-ROHNERT PARK USD
AND
SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU) LOCAL 1021
TENTATIVE AGREEMENT
Article 7: Salary**

The 2018-19 SEIU Salary Schedule shall be increased 1.84% effective and retroactive to July 1, 2019. This updated salary schedule shall become the 2019-20 SEIU salary schedule.

The 2019-20 SEIU Salary Schedule shall be increased 2% effective and retroactive to July 1, 2020. This updated salary schedule shall become the 2020-21 SEIU salary schedule.

Minimum Wage:

Effective July 1, 2020, the salary steps will be adjusted for the following classifications as indicated:

- Physical Education Assistant – Will be merged with the group of classifications encompassing Campus Supervisors/EL Assistants/Library Assistants/General Education Assistants/Computer Lab Assistants
- Campus Supervisors/EL Assistants/Library Assistants/General Education Assistants/Computer Lab Assistants/Physical Education Assistant [(Added)] – Steps 1-2 are deleted and Steps 3-6 will be reassigned as Steps 1-4. Unit members who were previously on Steps 3-6 will move to the corresponding New Steps 1-4. New Steps 5-6 will be added in increments of 5%. Unit members will ascend to their next Step consistent with the contract.

See Salary Schedule (Appendix A-1) for reference.

Unit members will receive their retroactive compensation in a lump sum at the regular time of payment for the July 2021 pay period subject to ratification by SEIU members and approval by the District's governing board. This lump sum includes the two wage increases described above for 2019-2020 and 2020-2021, as well as unit members affected by increases caused by the salary step adjustments, if any.

Scenarios: The scenarios below are for clarification purposes only and are not intended to be included in the Collective Bargaining Agreement or Appendices.

Unit Member A is a Computer Lab Assistant who, for the 2019-2020 school year, was placed on Step 3. Effective July 1, 2020, Unit Member A shall be reassigned to Step 1, and ascend to Step 2 on July 1, 2021.

Unit Member B is a Library Assistant who for the 2019-2020 school year was placed on Step 6. Effective July 1, 2020, Unit Member B shall be reassigned to Step 4, and ascend to Step 5 on July 1, 2021.

In both scenarios, the District's proposal results in an increase in pay as of 7/1/2020 and allows for future advancement on the pay scale.

For CRPUSD:

For SEIU:

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Mayra Perez, Superintendent

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Bryna Wigmore, SEIU Chapter President

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Ekaterini Grant 06 / 10 / 2021

Ekaterini Grant, SEIU Negotiating Team

Xochitl Lopez

06 / 11 / 2021

Xochitl Lopez, Attorney for SEIU

Cotati-Rohnert Park Unified School District
 Service Employees International Union (SEIU) Local 1021
2020-21 Salary Schedule (DRAFT)
 Appendix A-1

Range		1	2	3	4	5	6
2	Campus Supervisor, PE Asst EL Asst, Library Asst. Gen. Ed. Instructional Asst. Computer Lab Asst.	14.34	15.16	16.07	16.86	17.86	18.93
3	Paraprofessional Health Care Asst. Sign Lang. Interpreter I	15.14	15.89	16.70	17.51	18.43	19.34
4	Sign Lang. Interpreter II Speech & Language Pathology Assistant	17.65	18.53	19.48	20.44	21.47	22.53

		Range 2	Range 3	Range 4
Longevity	10th year	0.92	1.10	1.25
Incentive Rate	15th year	1.73	2.07	2.38
	20th year	2.48	3.08	3.57
	25th year	3.28	4.15	4.80
Annual Stipend for Bilingual (Spanish)		747		

Employees hired between July 1st and December 31st will advance on the salary schedule on the next July 1st; those employed between January 1st and June 30th will not advance until the second July 1 date. Otherwise, all will advance each July 1.

Service years for longevity are calculated from the employee's date of hire in the bargaining unit.

Effective July 1, 2020

Base salaries increased 2.0% over 2019-20. No change to bilingual stipend or longevity.

Range 1 moved to Range 2, Adjusted Range 2 to adjust for minimum wage

Approved by the Board of Trustees on _____

**COTATI-ROHNERT PARK USD
AND
SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU) LOCAL 1021
TENTATIVE AGREEMENT
Article 7.11**

Article 7.11

When a unit member is required to perform duties pertaining to a SEIU classification that is assigned a higher pay rate for more than five working days in a 15-calendar day period of time, the unit member will receive the higher hourly pay rate associated with that higher paid classification for each day such work is performed for the entire pay period. This provision shall not in any way waive or reduce any compensation available to bargaining unit members pursuant to Section 45110 of the Education Code.

For CRPUSD:

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Mayra Perez, Superintendent

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Xochitl Lopez 06 / 11 / 2021
Xochitl Lopez, Attorney for SEIU

**COTATI-ROHNERT PARK USD
AND
SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU) LOCAL 1021**

SIDE LETTER

The Union previously requested compensation for unit members who are asked to oversee a class without the presence of a teacher of record. The District responded that it prefers that unit members not oversee classes without a teacher of record. Because of the complexity of this matter, the Parties agree to attempt to resolve this matter in a mutually beneficial way no later than December 30, 2021. The Parties agree that this issue will be a bargaining topic for the 2021-2022 school year's successor contract.

For CRPUSD:

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Page 1 of 2



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