

**TENTATIVE AGREEMENT**

**BETWEEN**

**COTATI - ROHNERT PARK UNIFIED SCHOOL DISTRICT**

**AND**

**SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021 (SEIU)**

August 20, 2024 (revised September 26, 2024)

1. Probationary Period (Article 1.2.12)
  - a. Match the Probationary Period to current state law AB 1353 (*the probationary period for classified employees to six months, or 130 days of paid service, whichever is longer*)
2. Unpaid Lunch and Paid Rest Periods (Article 6.4)
  - a. Clarified language regarding unpaid and paid periods
  - b. Updated hours to reflect current practice
3. Wages (Article 7)
  - a. Salary Increases/Salary Schedule (Article 7.1)
    - i. Creation of Range 2A for Campus Supervisors with a \$0.25 pay increase per cell
    - ii. 2.93% ongoing as of July 1, 2024
    - iii. 2024-2027 SEIU Salary Schedule (see page 2)
  - b. SDC Paraprofessional Overages (Article 7.10)
    - i. Updated language to include information on staffing ratios
    - ii. Updated language regarding timesheet submissions and removed the requirement for teacher's claiming overages
    - iii. Changed overage amount from a percentage to dollar amount
4. Bereavement (Article 11)
  - a. Updated language to become more inclusive and match board policy
5. Extended Illness/Accident (Article 14.2)
  - a. Added language to reflect that extended illness shall be paid at 50% of a member's regular salary and removed language regarding differential pay
6. Completion of Agreement/Duration (Article 32)
  - a. Duration updated to reflect current contract dates (Article 32.2)
  - b. Reopeners updated to reflect 2025-2026 reopeners for wages, benefits, and that SEIU and the District each may reopen one additional article
7. General Education Instructional Assistant Job Description
  - a. Agreed on language regarding toileting
  - b. Job description update will be brought to the September 10, 2024 board meeting for trustee approval

The parties agree to recommend the approval of this tentative agreement to their respective constituents.

*Bryna Wigmore*

For SEIU

2024-09-26

Date

*Maite Iturri*

For CRPUSD

2024-09-26

Date

Appendix A

Cotati-Rohnert Park Unified School District Rohnert Park Cotati Educators Association (SEIU) Local 1021  
 2024-27 SALARY SCHEDULE  
 2.93% Increase\*

YEARS CREDIT		1	2	3	4	5	6
2	PE Asst, Library Asst. Gen. Ed. Instructional Asst. Computer Lab Asst.	17.23	18.33	19.43	20.40	21.60	22.90
2A	Campus Supervisor	17.48	18.58	19.69	20.65	21.86	23.15
3	Paraprofessional Health Care Asst. EL Instructional & Assessment Asst., Sign Lang. Interpreter I	18.31	19.22	20.20	21.18	22.29	23.39
4	Sign Lang. Interpreter II Speech & Language Pathology Assistant	21.35	22.41	23.56	24.72	25.95	27.25
10	Licensed Vocational Nurse	34.02	35.72	37.52	39.38	41.35	43.42
			<b>Range 2/2A</b>	<b>Range 3</b>	<b>Range 4</b>		
	Longevity (Monthly)	10th year	1.07	1.28	1.45		
		15th year	2.00	2.40	2.76		
		20th year	2.75	3.42	3.96		
		25th year	3.64	4.61	5.33		
	Annual Stipend for Bilingual		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.

\*2.93% as of July 1, 2024



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### Bryna Wigmore

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*Bryna Wigmore*

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