



**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**COTATI - ROHNERT PARK UNIFIED SCHOOL DISTRICT**

**AND**

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

**REGARDING**

**2025 EXTENDED SCHOOL YEAR/SUMMER ENRICHMENT ACADEMY/CREDIT RECOVERY**

January 24, 2025

The Cotati-Rohnert Park Unified School District ("District") and the Service Employees International Union (SEIU), Local 1021 ("Union"), jointly known as the Parties ("Parties") enter into this Memorandum of Understanding ("MOU") regarding the issues related to the 2025 Extended School Year and Summer Enrichment Academy.

**1.0 DEFINITIONS**

1.1 "Extended School Year" - Extended Learning for students in special education in grades Pre-K-12. Extended School Year will be referred to as "ESY" in this document.

1.2 "Summer Enrichment Academy" - Summer Enrichment Academy is for students in general education in grades TK-6. Summer Enrichment Academy will be referred to as "SEA" in this document.

1.3 "Credit Recovery" - Credit Recovery is for students in grades 9-12. Credit Recovery will be referred to as "CR" in this document.

**2.0 DATES AND HOURS**

2.1 ESY will consist of one (1) staff professional development day and twenty (20) student instructional days. The ESY staff professional development day for Paraprofessionals, Licensed Vocational Nurses, Campus Supervisors and Speech-Language Pathology Assistants will be Tuesday, June 10, 2025. The 20 instructional days for ESY and CR will begin on Wednesday, June 11, 2025 and end on Friday, July 11, 2025. ESY and CR will be closed on June 19, 2025 in observance of Juneteenth and on July 4, 2025 in observance of Independence Day. All SEIU members

will receive holiday pay in lieu for June 19, 2025 (Juneteenth) on June 6, 2025 as part of their normal assignment calendar, which will be paid on the June 30, 2025 paycheck. Unit members will receive holiday pay, no bonus pay, for July 4, 2025. All SEIU members will receive holiday pay in lieu for July 4, 2025 (Independence Day) on December 26, 2025 as part of their normal assignment calendar, which will be paid on the December 31, 2025 paycheck.

2.2 SEA will consist of one (1) staff professional development day and sixteen (16) student instructional days. The SEA staff professional development day will be Tuesday, June 10, 2025. The 16 instructional days will be held on June 11-20, 2025 (7 days), June 23-27, 2025 (5 days), and June 30-July 3, 2025 (4 days). SEA will be closed on June 19, 2025 in observance of Juneteenth. All SEIU members will receive holiday pay in lieu for June 19, 2025 (Juneteenth) on June 6, 2025 as part of their normal assignment calendar, which will be paid on the June 30, 2025 paycheck. Unit members will receive holiday pay, no bonus pay, for July 4, 2025. All SEIU members will receive holiday pay in lieu for July 4, 2025 (Independence Day) on December 26, 2025 as part of their normal assignment calendar, which will be paid on the December 31, 2025 paycheck.

2.3 General Education Instructional Assistants, Paraprofessionals, Licensed Vocational Nurses, and Speech-Language Pathology Assistants will work 4.25 hours daily. Staff hours for Pre-K/Elementary will be 8:10-12:25. Staff hours for Middle School will be 8:20-12:35. Staff hours for High School will be 8:40-12:55. Additional hours may be approved by the site/district administrator in 15 minute increments.

2.4 Middle/high school Campus Supervisors will work 5 hours daily from 8:15-1:15. Elementary school Campus Supervisors will work 4.5 hours daily from 8:05-12:35.

### **3.0 COMPENSATION**

3.1 Unit members will be compensated at their current hourly rate, including longevity, to be filled out on a timecard. Unit members will receive an additional daily bonus of \$22. They will not receive the \$22 daily bonus for June 19, 2025 or July 4, 2025.

3.2 Any additional hours that are approved to be worked by the Summer Program Administrator will be paid at the unit member's current hourly rate, including longevity, in 15 minute increments.

3.3 Staff members must complete and submit time cards by June 30, 2025 and July 11, 2025 to receive payment on the July 2025 and August 2025 supplemental payrolls.

### **4.0 SELECTION OF SUMMER PROGRAM STAFF**

4.1 First priority for hiring of summer program staff will be provided to currently employed permanent and probationary staff, based on seniority (Article 6.6.1) of the Union contract between the parties. Programmatic needs shall be a consideration, following seniority, when determining specific placement within the program. For students that require 1:1 support due to health or behavioral needs, unit members will be hired based on


programmatic needs. If no bargaining unit members accept the assignment, the District shall use its regular recruitment procedures to fill the positions.

4.2 Current Paraprofessionals that are not selected may indicate their interest for the General Education Instructional Assistant position. They will be paid at **Range 2** and their current Paraprofessional column.

**5.0 SUNSET OF THIS MOU**

5.1 This MOU will expire without precedent at the close of business on July 11, 2025 unless mutually extended, or shortened, in writing by the parties.


FOR THE UNION:

DocuSigned by:  
  
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SEIU Chapter President

Date

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2/18/2025


FOR THE DISTRICT:

DocuSigned by:  
  
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Superintendent

Date

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2/19/2025


FOR THE UNION:

Signed by:  
  
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SEIU Chief Negotiator

Date

\_\_\_\_\_  
2/19/2025

FOR THE DISTRICT:

DocuSigned by:  
  
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CRPUSD Chief Negotiator

Date

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2/18/2025