



MEMORANDUM OF UNDERSTANDING

BETWEEN

COTATI - ROHNERT PARK UNIFIED SCHOOL DISTRICT

AND

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION & ITS CHAPTER 645 (CSEA)

REGARDING

IMPACT OF LAYOFF'S 2026-2027 SCHOOL YEAR

April 23, 2026

After good faith negotiations the Cotati Rohnert Park Unified School District ("District") and California School Employees Association, Chapter No. 645 ("CSEA") entered into this Memorandum of Understanding ("MOU") to address the impacts of the layoffs for the 2025-2026 school year.

The proposed position layoffs covered under this MOU are as follows:

- School Community Liaison .375
- Staff Secretary 1.0
- Shipping and Receiving Clerk .5
- IT Tech Support 2 1.0

In executing the layoffs, the Parties agree to the following terms:

1. The District shall pursue layoffs of classified positions as set forth by the provisions in Education Code section 45117.
2. The District shall not transfer or supplant exclusive CSEA unit work out of the bargaining unit to certificated, confidential, management or supervisory employees, volunteers, short term, substitute employees, or students.
3. The District shall not subcontract out bargaining unit work previously performed by laid off bargaining unit members. This District shall not expand the contracting out of any

work currently performed or contract out for other services which could be performed by bargaining unit employees or could result in the layoff of bargaining unit employees.

4. The District will re-employ laid off unit members in accordance with Article 17.8 of the Collective Bargaining Agreement.

5. Laid off bargaining unit members maintain displacement rights as outlined in Article 17.5 of the Collective Bargaining Agreement.

6. Consistent with *Tucker v. Grossmont*, unit members on the reemployment list have preferential rights to any vacant position over an outside candidate, provided they meet the minimum qualifications for the position, even if they have never previously held the position.

7. The District shall not require employees to perform duties outside of their normal work classification or assignment as a result of the layoffs. No remaining bargaining unit member shall be required to perform an increased work assignment over and above their regular assignment nor shall such employee(s) be required to perform overtime work as a result of layoffs. In addition, the District agrees there will be no threat of disciplinary action and/or negative evaluations as a result of fewer staff employed to do the work. Work which was previously performed by laid-off bargaining unit members shall cease or shall only be performed by remaining unit members on a voluntary overtime basis.

8. The District will provide CSEA with a final list of the placement of the bargaining unit members affected by layoff and all communications sent to affected bargaining unit members.

9. Laid off bargaining unit members shall have the right to apply for promotional positions as an in-house applicant for a period of thirty-nine (39) months following layoff.

10. As to any laid off unit member who is reemployed within thirty-nine (39) months, the period of their absence shall be treated as a leave of absence and shall not be considered a break in the continuity of their service as if the member had not been laid off.

11. The District shall provide each laid off bargaining unit member with a letter verifying their employment upon request, which shall specify the loss of employment was due to layoff for lack of work or funds and not due to employee misconduct.

This MOU shall take effect on July 1, 2026, and shall remain in effect through June 30, 2029.

This agreement may be reopened by mutual consent of both parties.

This MOU is non-precedent setting and shall not constitute a past practice beyond the duration specified above unless incorporated into the successor collective bargaining agreement.

FOR THE ASSOCIATION:

Signed by:
Luigi Cardenas Gonzalez

CSEA Chapter President

5/8/2026

Date

Signed by:
Calum Weeks

CSEA Representative

Date 5/7/2026

FOR THE DISTRICT:

Signed by:
Rachel Allen

CRPUSD Lead Negotiator

5/7/2026

Date

DocuSigned by:
Mate Hurri

CRPUSD Superintendent

Date 5/7/2026