



**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**COTATI - ROHNERT PARK UNIFIED SCHOOL DISTRICT**

**AND**

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION & ITS CHAPTER 645 (CSEA)**

**REGARDING**

**FOOD SERVICES FOR THE 2026-2027 SCHOOL YEAR**

~~February 27, 2026~~ **April 23, 2026**

The Cotati-Rohnert Park Unified School District ("District") and the California School Employees Association (CSEA), Chapter 645 ("Association"), jointly known as the Parties ("Parties") enter into this Memorandum of Understanding ("MOU") regarding temporary adjustments to the Food Services work calendar and compensation.

The District and CSEA share an interest in the following:

- Supporting recruitment and retention of qualified Food Services staff;
- Ensuring continuity of student meal services and operational stability;
- Addressing operational needs of the District; and
- Providing additional compensation opportunities for bargaining unit members

Work Year Adjustment

Effective July 1, 2026:

1. The Food Services work calendar shall be increased by five (5) additional work days beyond the current contracted calendar.
2. In the case of required furlough days, the net ~~calendar~~ **work year** impact will reflect a total of seven (7) additional paid days compared to the current schedule.

3. The District will provide **food services staff with** reasonable notice **prior to the end of the 2025-26 school year and the opportunity to select the five (5) working days in order of seniority. for scheduling these additional days.**
4. **The District will assign days prior to the start of the 2026-2027 school year if no days are selected.**

Compensation Adjustment

In order to support recruitment and retention of qualified staff and to remain competitive in the labor market:

1. The District agrees to increase the hourly rate of pay for all Food Services bargaining unit members by a 2% increase, effective July 1, 2026. See **salary schedule** below.
2. All additional days worked under this MOU shall be compensated at the employee’s regular hourly rate, unless otherwise required by overtime provisions under the collective bargaining agreement or applicable law.
3. All other contractual provisions related to overtime, step placement, longevity, and differential pay remain unchanged unless specifically modified herein.


	Position	I	II	III	IV	V	VI
1	Cafeteria Assistant, Food Service Van Driver	<del>17.28</del> 17.63	<del>18.21</del> 18.57	<del>19.09</del> 19.47	<del>20.03</del> 20.43	<del>21.03</del> 21.45	<del>22.08</del> 22.52
2	Truck Driver Food Service	<del>18.00</del> 18.36	<del>18.94</del> 19.32	<del>19.82</del> 20.22	<del>20.80</del> 21.22	<del>21.78</del> 22.22	<del>22.83</del> 23.29
3	Cafeteria Manager II	<del>21.57</del> 22.00	<del>22.69</del> 23.14	<del>23.82</del> 24.29	<del>24.99</del> 25.49	<del>26.16</del> 26.68	<del>27.49</del> 28.04

This MOU shall take effect on July 1, 2026, and shall remain in effect through June 30, 2027.

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.

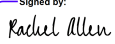
FOR THE ASSOCIATION:

Signed by:  
  
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CSEA Chapter President

Date 5/8/2026

FOR THE DISTRICT:

Signed by:  
  
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CRPUSD Lead Negotiator

Date 5/7/2026

Signed by:  
*Calum Weeks*  
07558D655370ACB

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CSEA Representative

Date 5/7/2026

DocuSigned by:  
*Mate Hami*  
0744250130041E

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CRPUSD Superintendent

Date 5/7/2026