



**COTATI-ROHNERT PARK  
UNIFIED SCHOOL DISTRICT**

**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**COTATI - ROHNERT PARK UNIFIED SCHOOL DISTRICT**

**AND**

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

**REGARDING**

**2026 EXTENDED SCHOOL YEAR/SUMMER ENRICHMENT ACADEMY/CREDIT RECOVERY**

February 4, 2026

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 2026 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 Monday June 8, 2026. The 20 instructional days for ESY and CR will begin on Tuesday, June 9, 2026 and end on Wednesday June 8, 2026. ESY and CR will be closed on June 19, 2026 in observance of Juneteenth and on July 3, 2026 in observance of Independence Day. All SEIU

members will receive holiday pay in lieu for June 19, 2026 (Juneteenth) on June 4, 2026 as part of their normal assignment calendar, which will be paid on the June 30, 2026 paycheck. Unit members will receive holiday pay, no bonus pay, for July 4, 2026. All SEIU members will receive holiday pay in lieu for July 4, 2026 (Independence Day) on December 26, 2026 as part of their normal assignment calendar, which will be paid on the December 31, 2026 paycheck.

2.2 SEA will consist of one (1) staff professional development day and eighteen (18) student instructional days. The SEA staff professional development day will be Friday, June 5, 2026. The 18 instructional days will be held on June 8 - June 12 (5 days), June 15-June 18 (4 days), June 22 - June 26 (5 days), June 29 - July 2, 2026 (4 days). SEA will be closed on June 19, 2026 in observance of Juneteenth. All SEIU members will receive holiday pay in lieu for June 19, 2026 (Juneteenth) on June 4, 2026 as part of their normal assignment calendar, which will be paid on the June 30, 2026 paycheck. Unit members will receive holiday pay, no bonus pay, for July 4, 2026. All SEIU members will receive holiday pay in lieu for July 4, 2026 (Independence Day) on December 26, 2026 as part of their normal assignment calendar, which will be paid on the December 31, 2026 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. Start and End times are subject to change based on busing and/or program need. 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. Start and end times are subject to change based on busing and/or program need.

### **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, 2026 or July 4, 2026.

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, 2026 and July 11, 2026 to receive payment on the July 2026 and August 2026 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 who 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 Programming Needs

5.1 Based on program needs, including student enrollment and attendance, the District may temporarily reassign staff to different sites and/or programs to ensure appropriate student support. Such reassignments will be communicated with at least twenty-four (24) hours' notice whenever practicable. This condition will be stated in the application materials for the summer program.

6.0 SUNSET OF THIS MOU

6.1 This MOU will expire without precedent at the close of business on July 11, 2026 unless mutually extended, or shortened, in writing by the parties.

FOR THE UNION:

Bryna Wignore  
SEIU Chapter President

Date

2/20/2026

FOR THE DISTRICT:

[Signature]  
CRPUSD Representative

Date

2/20/2026