



COTATI-ROHNERT PARK
UNIFIED SCHOOL DISTRICT

MEMORANDUM OF UNDERSTANDING

BETWEEN

COTATI - ROHNERT PARK UNIFIED SCHOOL DISTRICT

AND

ROHNERT PARK COTATI EDUCATORS ASSOCIATION

REGARDING

2026-2027 Fiscal Adjustments

January 13, 2026

The Cotati-Rohnert Park Unified School District ("District") and the Rohnert Park Cotati Educators Association ("RPCEA") ("Association"), collectively referred to as the "Parties," enter into this Memorandum of Understanding ("MOU") regarding temporary contract adjustments related to the current budget. These adjustments are made in response to the budgetary constraints facing the District, as outlined in the Qualified Budget letter received from the Sonoma County Office of Education (Appendix A) in January 2026.

This MOU applies to all certificated employees represented by RPCEA for the 2026–2027 school year.

For the 2026–2027 school year, budget reductions shall occur in the following three areas:

1. Reduction to the certificated work year through furlough days
2. Reduction to the District contribution toward dental, vision, and life insurance benefits
3. Adjustments to class size parameters

Each area is described in detail below.

1. Furlough Days and Work Year Adjustment

A furlough day is defined as a mandatory, unpaid day off from duty and shall result in a proportional reduction in annual compensation.

For the 2026–2027 school year, the District shall reduce the certificated employee work year by two (2) days, which shall constitute two (2) furlough days. The previous five (5) non-student days shall be reduced by the elimination of two (2)

professional development days. Therefore, the certificated calendar shall include three (3) non-student days.

The remaining one (1) professional development day shall occur at the beginning of the school year. The intention of this professional development day is to complete the mandated trainings, unless otherwise determined by the school site leadership team.

Salary reductions associated with the two (2) furlough days shall be distributed evenly across all pay periods for the fiscal year.

Health and welfare benefits shall continue without interruption during the furlough period. Furlough days shall not be considered a break in service for purposes of seniority, tenure, or step placement.

Current Contract Language With Changes for the 2026-2027 School Year Noted in Red

4.1. Length of School Day/Year

4.1.1. Work Year

~~Two~~ Emergency days ~~are~~ **may be** included in the academic calendar with no additional compensation if utilized.

- 4.1.1.1. The work year for teachers shall consist of ~~185~~ **183** days; 180 student instruction, 2 non-instructional workdays, and ~~3~~ **1** non-instructional professional development days.
- 4.1.1.2. The work year for secondary counselors shall consist of ~~195~~ **193** days: 180 student instruction, 12 non-instructional workdays, and ~~3~~ **1** non-instructional professional development days.
- 4.1.1.3. The work year for mental health counselors shall consist of ~~192~~ **190** days: 180 student instruction, 9 non-instructional workdays, and ~~3~~ **1** non-instructional professional development days.
- 4.1.1.4. The work year for speech and language pathologists shall consist of ~~190~~ **188** days: 180 student instruction, 7 non-instructional workdays, and ~~3~~ **1** non-instructional professional development days.
- 4.1.1.5. The work year for education specialists shall consist of ~~188~~ **186** days: 180 student instruction, 5 non-instructional workdays, and ~~3~~ **1** non-instructional professional development days.
- 4.1.1.6. The work year for nurses shall consist of ~~190~~ **188** days: 180 student instruction, 7 non-instructional workdays, and ~~3~~ **1** non-instructional professional development days.

4.1.2. Non-Instructional Workdays

- 4.1.2.1. Unit members at sites with two fall non-instructional days will be guaranteed, in blocks of not less than one-half day increments, the equivalent of one (1) full day to be used to prepare their classrooms. Unit members at sites with the second non-instructional workday at the end of the fall semester/trimester will be allowed to use this day for the

purposes of preparation and/or grading activities. Each non-instructional workday may contain a two (2) hour staff meeting, and the remainder of the day shall be teacher-directed time.

- 4.1.2.2. The District or site administrators, **in partnership with the school site leadership team**, will ~~solicit input from the Association prior to making decisions regarding~~ **determine** the content of the ~~three~~ **one** Professional Development days. **The intention of this professional development day is to complete the mandated trainings, unless otherwise determined by the school site leadership team.**

2. Adjustment to Dental, Vision, and Hearing Contributions

The District currently contributes ninety percent (90%) of the cost for employee dental, vision, and life insurance benefits and eighty-five percent (85%) of medical benefits.

For the 2026–2027 school year, the District shall contribute eighty percent (80%) of the cost of employee dental, vision, and life insurance benefits for eligible certificated employees. The District Contribution to Medical benefits will remain unchanged.

Employees shall be responsible for the remaining twenty percent (20%) of the cost of such benefits, consistent with the terms of the applicable benefit plans and all applicable laws.

Current Contract Language With Changes for the 2026-2027 School Year Noted in Red

12.1. California's Valued Trust (CVT)

Effective October 1, 2008, the District and the Association joined California's Valued Trust (CVT) to purchase medical, dental, and vision coverage. Effective October 1, 2011, the District shall contribute, per eligible member per month to CVT, up to eighty-five percent (85%) of the composite premium charged for Kaiser Plan 4 for medical coverage, but not more than eighty-five percent (85%) of unit member's elected plan's cost. Effective ~~October 1, 2008~~, **July 1, 2026**, the District shall contribute, per eligible unit member per month to CVT, ~~ninety percent (90%)~~, **eighty percent (80%)** of the amount established by CVT to provide dental, vision, and life insurance for the plans agreed upon by the District and RPCEA. The level of coverage for each of the benefit plans is listed in Appendix B. If it so chooses, the Association shall have the opportunity to identify new plans of coverage to be effective on October 1 of each year.

The parties shall notify CVT by August 15 of each year of the new plans of coverage, and participate in a period of open enrollment during the month of September of each year.

3. Class Size Adjustments

For the 2026–2027 school year, the District shall implement temporary adjustments to class size parameters for grades three (3) through twelve (12) as part of the District’s budget reduction strategy.

Class Size Caps

- Grades 3–5: The class size cap for grades 3–5 and 3-8 (at our TK-8 school) shall be thirty (30) students.
- Grades 6–8: The class size cap for grades 6–8 shall be thirty-two (32) students.
- Grades 9–12: The class size cap for grades 9–12 shall be thirty-four (34) students.

Implementation Considerations

In implementing the class size adjustments, the District shall make reasonable efforts to utilize existing class sections efficiently prior to increasing class sizes to the caps identified above.

Specifically, the District shall attempt to, where practicable:

- Fill existing class sections closer to their applicable class size limits; and
- Eliminate or consolidate class sections with consistently low enrollment prior to increasing class sizes to the cap amounts.

The District retains the right to make final determinations regarding class sectioning, staffing, and assignments based on enrollment, programmatic needs, scheduling constraints, and fiscal considerations.

Current Contract Language With Changes for the 2026-2027 School Year Noted in Red

6.1. Class Size & Class Load Maximum

- 6.1.1 Classes at elementary school sites in grades kindergarten through ~~eight (8)~~ **second (2)** shall have a maximum of twenty-eight (28) students. If twenty-eight (28) students are exceeded, Article 6.3 will apply. **Classes at elementary and TK-8th school sites in grades third (3) through eight (8) shall have a maximum of 30 students. If 30 students are exceeded, Article 6.3 will apply.**
- 6.1.1.1. The District will maintain class sizes in accordance with state education code for TK
- 6.1.1.2. The District shall attempt to maintain class sizes of 24 or fewer in grades K through 2nd.
- 6.1.1.3. The District shall attempt to maintain class sizes of 26 students or fewer in combination classes. If a combination class does exceed 26 students, Article 6.3.3 will apply.
- 6.1.1.4. Middle and high school class size and class loads maximums are outlined in Article 4.6.

6.2. Class Size Maximum Exceptions

- 6.2.1. Physical education classes shall not exceed ~~forty (40)~~ 45 students per class.
- 6.2.2. Band and choir maximums for performance classes shall not exceed an average of ~~forty (40)~~ 45 students per section and non-performance classes shall not exceed an average of ~~thirty (30)~~ 32 for middle and 34 for high school students per section. Marching band will not exceed sixty (60) students unless a waiver is signed by the teacher, principal, and RPCEA President.
- 6.2.3. Special Education classes shall be in compliance with the State Law.
- 6.2.4. The District shall attempt to maintain a Counselor staffing of 300:1. In the event 300:1 is exceeded, a meeting will be held to explore alternatives.

6.3. Class Size Overage Payment

- 6.3.1. If class sizes listed in Articles 6.1, 6.2, or 4.6 are exceeded, the District will, beginning on the eleventh (11th) class day of the school year and any/all subsequent class day(s), pay the following overages:
 - 6.3.1.7. Overage Calculation for the 4x4 Schedule
The district will pay overages based on the daily class load exceeding ~~90~~ 102 students, except for Physical Education and Band which are outlined in Article 6.2.1 and 6.2.2. If a unit member is teaching year-long classes, their class load will not exceed an average of ~~90~~ 102 students per day, otherwise, overages will apply. If a unit member is teaching a zero period class, in the semester that the unit member teaches 4 sections, overages will apply when the class load exceeds ~~120~~ 136 students per day. In the semester that the unit member teaches 3 sections, overages will apply when the class load exceeds ~~90~~ 102 students per day.

4.6. Secondary Schedules

Rancho Cotate High School and Technology High School may implement one of the following schedules of classes: 6 Period Schedule or 6 Period Block Schedule, a 7 Period Block Schedule, or 4x4 schedule. Technology Middle School and Lawrence Jones Middle School may implement a 6 Period Schedule or 6 Period Block Schedule. Each school site schedule will follow the terms listed below for the chosen schedule.

4.6.1. Option 1: 6 Period Schedule or 6 Period Block Schedule

A 6-period schedule or 6-period block schedule consists of a 1.0 FTE being 5 out of 6 classes.

4.6.1.1. Class Size and Class Load Maximum

Every effort will be made to maintain secondary class sizes not to exceed ~~thirty (30)~~ 32 students per class in grades 6th-8th and 34 for grades 9th-12th. On a 6 Period Schedule or a 6 Period Block Schedule, class loads shall not exceed ~~150~~ 160 students for 6th-8th grade and 170 students for 9th -12th grade on a 1.0 FTE teacher or education specialist's enrollment roster,

otherwise overages will apply. Class loads shall not exceed ~~180~~ **192 students for 6th-8th grade and 204 students for 9th-12th grade** on a 1.2 FTE teacher or education specialist's enrollment roster. PE and band/choir class loads are calculated based on Article 6.2.1 and 6.2.2.

4.6.2. Option 2: 7 Period Block Schedule

A 7-period block schedule consists of a 1.0 FTE being 5 out of 7 classes.

4.6.2.1. Class Size and Class Load Maximum

Every effort will be made to maintain high school class sizes not to exceed ~~thirty (30)~~ **34** students per class. On a 7 Period Block Schedule, class loads shall not exceed ~~150~~ **170** students on a 1.0 FTE teacher or education specialist's enrollment roster, otherwise overages will apply. Class loads shall not exceed ~~180~~ **204** students on a 1.2 FTE teacher or education specialist's enrollment roster. PE and band/choir class loads are calculated based on Article 6.2.1 and 6.2.2.

4.6.3. Option 3: 4x4 Block Schedule

A 4x4 block schedule, with a combination of semester-length and year-long classes, consists of a 1.0 FTE being 3 out of 4 classes per semester (6 out of 8 classes per year).

4.6.3.1. Class Size and Class Load Maximum

Every effort will be made to maintain high school class sizes not to exceed ~~thirty (30)~~ **34** students per class. On a 4x4 Block Schedule, class loads shall not exceed ~~90~~ **102** students on a 1.0 FTE teacher or education specialist's enrollment roster per semester, otherwise overages will apply. Class loads shall not exceed ~~120~~ **136** students on a 1.2 FTE teacher or education specialist's enrollment roster per semester. PE and band/choir class loads are calculated based on Article 6.2.1 and 6.2.2. orated due to teaching less than a full semester).

Article 21.2 Waivers must be approved by a vote of unit members affected by the MOU.

This MOU will expire on June 30, 2027, and is a non-precedent-setting agreement.

FOR THE ASSOCIATION:

Signed by: Lisa Bauman 2/3/2026
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 Signature Date

FOR THE DISTRICT:

Signed by: Rachel Allen 2/3/2026
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 Signature Date