

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
COTATI-ROHNERT PARK UNIFIED SCHOOL DISTRICT  
AND  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION  
AND ITS COTATI-ROHNERT PARK CHAPTER 645**

**Agreement  
18 – 22 Transition Program  
August 23, 2024**

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 the issues related to the 18 – 22 Transition Program. The parties agree to the following:

### **1.0 DEFINITION**

- 1.1 “18 -22 Transition Program” – This group of students participates in the Launch Post-Secondary program, which provides adults with disabilities, ages 18-22, a safe and supportive environment to develop vocational skills through hands-on experience in cleaning tasks. Participants, who may find traditional community settings challenging, will learn essential job skills, including safety practices, while building confidence and preparing for future employment. The program aims to foster independence and improve social and communication abilities.

### **2.0 PROGRAM TASKS**

- Dusting
- Cleaning Windows
- Litter abatement
- Sanitizing Doorknobs
- Clearing Cobwebs
- Sweeping
- Making Copies

### **3.0 ORGANIZATIONAL SECURITY**

- 3.1 The District shall not use the students participating in the 18 – 22 Transition Program to supplant bargaining unit work.
- 3.2 CSEA bargaining unit members working in a classification under maintenance/operations shall not be subject to disciplinary proceedings for concerns related to tasks performed by students in the 18 – 22 Transition Program, nor should such concerns be documented in an evaluation unless the concern has been addressed at least twice and has not been resolved through counseling the employee, or in instances of egregious misconduct such as, but not limited to illegal drug use, theft,

alcohol use, violence or sexual misconduct.

3.3 Any alleged violation, misinterpretation or misapplication of the terms of this agreement shall be resolved through the grievance provisions of the Collective Bargaining Agreement.

#### 4.0 Sunset of this MOU

4.1 This MOU will expire without precedent at the close of business June 30, 2025, unless mutually extended, or shortened, in writing by the parties.

For the District:

*Maité Iturri*

Maité Iturri, Superintendent

2024-09-02

Date

*Jennifer Hansen*

Jennifer Hansen, Director of Human Resources

2024-09-02

Date

*Rachel Allen*

Rachel Allen, Director of Special Education

2024-09-03

Date

*Josh Savage*

Josh Savage, Executive Director of Facilities, Maintenance & Operations

2024-09-03

Date

For CSEA:

*John Geck*

John Geck, President Ch. 645

2024-09-03

Date

*Joseph Gomez*

Joseph Gomez, CSEA Labor Relations Representative

2024-09-03

Date

# Signature Certificate

Reference number: EYTYP-JK3Y7-VW9RH-UNG6E

## Signer

## Timestamp

## Signature

### Jennifer Hansen

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Viewed: 02 Sep 2024 21:16:49 UTC  
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### Rachel Allen

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### Joseph Gomez

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### Josh Savage

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