



MEMORANDUM OF UNDERSTANDING

BETWEEN

COTATI - ROHNERT PARK UNIFIED SCHOOL DISTRICT

AND

ROHNERT PARK COTATI EDUCATORS ASSOCIATION

REGARDING

2026-2027 SCHEDULE AT ELEMENTARY SCHOOL

February 3, 2026

The Cotati-Rohnert Park Unified School District (“District”) and the Rohnert Park Cotati Educators Association (RPCEA) (“Association”), jointly known as the Parties (“Parties”) enter into this Memorandum of Understanding (“MOU”) regarding the issues related to the 2026-2027 Schedule at Elementary School.

New Article 4.7.2.7

The intention of the following language is to ensure flexibility to meet the needs of each site.

Definitions

Leadership Team: The Leadership Team is an application-based, stipended position for unit members serving in a leadership role at the school, which meets outside of contractual hours. They are responsible for meeting with the Site Administrator(s) to:

- Establish the Wednesday meeting calendar for the year with unit member input.
- Establish professional development topics and develop a professional development plan tied to a district-wide, site-specific focus driven by the LCAP and Site Plan for Student Achievement (SPSA).
- Establish committees with unit member input.
- Serve on committees (e.g., COST, PBIS, CAPS, etc.) to help lead and be a liaison between the leadership team and committees.
- Guide and support faculty and staff in ensuring all students learn at high levels through PLTs;
 - Share research-based best practices to enhance learning.
 - Foster a data-driven school culture that prioritizes continuous academic and social-emotional growth for all students.

Each site will be allocated up to five Leadership Team members (up to six for a TK-8 campus). The leadership team must reflect the overall composition of the school. The Principal will determine the number of representatives needed from each grade level/band and/or specific site population (SPED, ELs, etc.). Interested individuals must submit their intent to serve on the leadership team. All unit members at the site will vote to select the leadership team.

The annual stipend for each Leadership Team member is \$1000/year.

Professional Learning Team (PLT): The Professional Learning Team (PLT) will be initiated and facilitated by unit members based on student data, focusing on at least one of the four PLT questions. *The duration of PLT is 30 minutes weekly.*

