



**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**COTATI - ROHNERT PARK UNIFIED SCHOOL DISTRICT**

**AND**

**ROHNERT PARK COTATI EDUCATORS ASSOCIATION**

**REGARDING**

**One-Time Off-Schedule Bonus**

**March 11, 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 a one-time, off-schedule bonus for bargaining unit members paid for with one-time money.

The purpose of this MOU is to document the parties’ agreement to provide a one-time, off-schedule bonus to eligible bargaining unit members in recognition of our goals of retention.

The one-time off-schedule bonus will be provided to all bargaining unit members in paid status for at least two weeks, part-time or full-time, between July 1, 2025, and January 15, 2026.

**Bonus Amount**

Each eligible unit member shall receive a one-time, off-schedule bonus in the amount of three days at the member’s daily rate (up to 1.0 FTE ONLY, and pro-rated for any FTE less than 1.0).

- For any member whose FTE was increased to 1.0 or decreased to part-time status during the window, the amount of compensation will be prorated based on the average.
- The bonus is not added to the salary schedule.
- The bonus is subject to standard driven costs and payroll withholdings, not including STRS.

**Payment Date**

The District will issue the bonus on May 8, 2026, as a supplementary payroll.

