



**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**COTATI - ROHNERT PARK UNIFIED SCHOOL DISTRICT**

**AND**

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

**REGARDING**

**ONE TIME OFF SCHEDULE BONUS**

March 11, 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 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 who are in paid status as of January 1, 2026 and meet the qualifying criteria. To qualify for the one-time off-schedule bonus, employees must have been present and performed work duties for at least sixty (60) workdays, based on their assigned work calendar, during the period of July 1, 2025 through January 1, 2026.

Days not worked for any reason, other than vacation, including but not limited to a leave of absence, paid sick leave, and differential pay, will reduce the total number of days worked for purposes of meeting the sixty (60) workday requirement.

Employees who do not meet the sixty (60) workday threshold during this period will not be eligible for the bonus.

**Bonus Amount**

Each eligible unit member shall receive a one-time, off-schedule bonus in the amount of \$970.00 pro-rated for any FTE less than .75 or higher. For the purpose of the MOU .75 FTE to 1.0 FTE will receive the full bonus.

Below is the pro-rated breakdown:

- 0.75-1.0 FTE = \$970
- .6875 FTE = \$892
- .625 FTE = \$808
- .50 FTE = \$647
- .45 FTE = \$582
- .375 FTE = \$485
- .28125 FTE = \$364
- .25 FTE = \$323
- .2 FTE = \$259
- .125 FTE = \$162

- For any member whose FTE increased to .75 or decreased to less than that during the eligibility window, the amount of compensation will be prorated based on the average FTE between July 1, 2025 and January 1, 2026
- The bonus is not added to the salary schedule.
- The bonus is subject to standard payroll taxes and statutory withholdings, but shall not be reported as compensation earnable to CalPERS.

**Payment Date**

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

**Funding Source**

This bonus will be funded through a one-time state-allocated fund, with no ongoing fiscal obligation created by this agreement.

This MOU shall remain in effect through June 30, 2026, and is a non-precedent-setting agreement.

FOR THE ASSOCIATION:

Bryna Wigmore  
SEIU Chapter President

Date

March 31, 2026

FOR THE DISTRICT:

[Signature]  
CRPUSD Representative

Date

March 31, 2026