

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
COTATI-ROHNERT PARK UNIFIED SCHOOL DISTRICT  
AND  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS CHAPTER 645  
9/4/2020

Alternate Custodial Schedules in the 2020-21 School Year

BACKGROUND

On or about August 27, 2020, due to the impacts of the COVID-19 pandemic on school operations numerous Night Custodial staff notified representatives of the California School Employees Association and its Chapter 645 ("CSEA") that they desire to work alternate schedules during the 2020-21 school year. CSEA notified the representatives of the Cotati-Rohnert Park Unified School District ("District") of its members' interests and the parties have agreed to accommodate the request pursuant the terms of the agreement.

AGREEMENT

1. For the 2020-21 school year only, the parties agree to allow Night Custodians to work a 12:00PM – 8:30PM shift, in-lieu of their usual 3:00PM – 11:30PM shift. The Night Custodians may choose to remain working their usual 3:00PM – 11:30PM shift or choose to work the optional 12:00PM – 8:30PM shift.
2. Once a Night Custodian has chosen their preferred shift option, they shall continue to work that shift for the life of this agreement or unless there is mutual agreement between the Supervisor and the employee to resume their previous schedule.
3. During the life of this agreement, if a Night Custodian has chosen to work a 12:00PM – 8:30PM shift, it is with the understanding that they may be assigned maintenance and grounds work in support of the day custodian at their work site only between the work hours of 12:00-3:00PM. They will not be pulled to do districtwide maintenance and grounds work and, pursuant to this agreement, they shall not be eligible to receive the 5% differential compensation described in Article 4, Section 4.9.2 of the CSEA collective bargaining agreement.
4. This agreement shall terminate on June 30, 2021, or when the District shifts to an in-person (students) or hybrid model, whichever comes first.

Dated: 9/4/20

By: Karen Tedesco  
for District (Karen Tedesco)

Dated: 9/10/20

By: John Geck  
for CSEA

9/14/20

Mark Westerberg, CSEA LRR  
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