

Memorandum of Understanding
Between
California School Employees Association and its Santa Rosa Chapter 75
and
Santa Rosa City School District

This Memorandum of Understanding (“MOU”) is entered into by and between the Santa Rosa School District (“District”) and the California School Employees Association and its Santa Rosa Chapter No. 75 (“CSEA”) to address the impact of layoffs for the 2026-2027 school year.

- 1) Any bargaining unit employee who was served a layoff notice commensurate with the March 15, 2026 deadline, for the 2026-2027 school year, shall be provided with the following rights and benefits:

If a bargaining unit employee takes a demotion in-lieu of layoff, or applies and is hired into a position which provides a lesser-overall salary (e.g. due to fewer hours or annual workdays) the employee will have their accrued vacation frozen at the previous higher rate of pay for purposes of payout upon separation. Employees may still use frozen vacation hours at the rate of pay they receive at the time of the vacation. If and when the District is able to reinstate vacation payout, the employee will be provided the opportunity to cash out some or all of their accrued vacation hours (following the process of the annual vacation anniversary memo - Appendix G of the CSEA 75 contract). The District shall provide written notice to all impacted employees regarding this option. The written notice shall contain the unit employee’s current vacation balance. Should a unit employee be hired in a position with a pay rate equivalent to or higher than their original position, their vacation hours will be unfrozen and they shall accrue and use vacation at their new rate.

- 2) Laid off bargaining unit employees who were participating in the benefit program shall have their health and welfare benefits continued at the District contribution amount through September 30, 2026, and shall be notified of their eligibility to participate in COBRA consistent with applicable law. Unit members accepting a reduction of hours shall have their benefits maintained at the pre-reduction level based on their F.T.E. through September 30, 2026. As used herein, "health and welfare benefits" includes medical, vision, dental and life insurance benefits and the contribution amount shall be the rate in effect on June 30, 2026. Unit members who accept a reduction in hours, who bump into a position with fewer hours, or who accept a different bargaining unit position with fewer hours, shall likewise have their health and welfare benefits continued at their 2025-2026 contribution amount through September 30, 2026.

- 3) Laid off bargaining unit employees shall remain eligible to work the Summer school and ESY period in the 2026 calendar year on the basis that they are active employees.
- 4) The District shall not transfer work performed by laid off bargaining unit employees to volunteers. The District shall not transfer work performed by laid off bargaining unit employees to any employee unless reasonably contemplated by their job description.
- 5) The District shall not contract-out the bargaining unit work performed by laid off bargaining unit members or bargaining unit members who have suffered a reduction in hours. The District shall not expand the contracting-out of bargaining unit work if doing so would result in the layoff of bargaining unit employees.
- 6) Laid off bargaining unit employees may volunteer to take a demotion into a lower classification in which they have not worked if the position is vacant and if they meet the minimum qualifications. A unit employee who takes a voluntary demotion or a voluntary reduction in hours in lieu of being laid off, at the unit employee's option, may be returned to a position in their former class or to positions with increased assigned time as vacancies become available, except that they shall be ranked in accordance with their seniority on any valid re-employment list. If a unit employee is laid off and subsequently rehired into a position in a lower class or with lesser hours than their position at the time of layoff, they shall be afforded the sixty-three (63) months of re-hire rights calculated from the original date of layoff as provided by law.
- 7) Laid off bargaining unit employees who are rehired within thirty-nine (39) months shall have all contractual rights and benefits (i.e., longevity, vacation, sick leave, etc.) restored consistent with Education Code section 45309.
- 8) Bargaining unit employees who have taken a reduction and are made whole within sixty-three (63) months shall have all contractual rights and benefits (i.e., longevity, vacation, sick leave, etc.) restored consistent with applicable law.
- 9) The District shall place unit employees who accept a demotion or lateral reassignment, in lieu of layoff, on the top step and of the salary Range which provides as close to but does not exceed their base hourly rate of pay prior to layoff.
- 10) In accordance with the *Tucker v. Grossmont* decision, laid off unit employees shall have preferential hiring rights over external candidates for any vacancy for which they apply and meet the minimum qualifications.

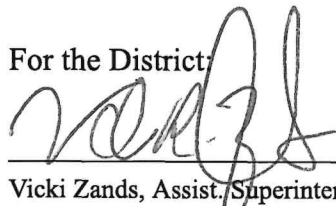
- 11) Laid off unit employees shall have rights to substitute positions over other candidates who were not subject to layoff. It is the responsibility of the laid off employee to monitor and apply for any regular or substitute positions through EdJoin. If an employee has a current certificated substitute permit with SCOE, they may elect to automatically be added as a certificated substitute with Santa Rosa City Schools without having to apply through EdJoin.
- 12) Duties performed by laid off certificated/classified supervisors, management, and administrators shall not be performed by unit employees unless the duties overlap with duties established in their job description. The Parties recognize that they must bargain any transfer of work that materially alters employees' workload. In the month of September 2026, by request of either party, the Parties further agree to meet and confer regarding any concerns raised by CSEA over changes to unit employee workloads.
- 13) The District shall not contest unemployment for those impacted by layoffs and/or reduction in hours. The District shall comply with all EDD obligations.
- 14) The District will provide the Association with a final list of the placement of the affected bargaining unit employees and the preliminary and final notice sent to affected bargaining unit employees.
- 15) Re-employment offers shall be made by electronic and U.S. mail. Laid-off employees shall have ten (10) working days from the issue date to respond to the offer. A laid-off employee may refuse an offer without affecting their status or order of seniority.
- 16) A laid-off employee shall have the right to apply for and accept a hiring offer into a promotional position within the bargaining unit without relinquishing their reemployment rights.
- 17) The District shall provide laid-off employees with a confirmation of employment letter upon request of the employee.
- 18) Nothing in this MOU shall be construed as relinquishing any rights already established in the Education Code.
- 19) Disagreements arising from the enforcement of this agreement shall be referred to the grievance procedure outlined in the parties' collective bargaining agreement, or at the discretion of CSEA any other remedial mechanism available under law.

20) This MOU fulfills all obligations between parties under the EERA, which are known to the parties at the time this Agreement is signed, concerning the layoff of bargaining unit employees for the 2026-2027 school year, commensurate with the March 15, 2026 deadline.

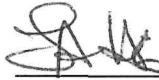
21) Nothing in this MOU shall constitute or evidence a past practice or binding precedence between the Parties concerning layoffs.

22) Effective commencing with the start of the 2026-2027 work year, the parties shall meet by request from either party, to assess workload impacts as a result of school consolidations.

For the District:



Vicki Zands, Assist. Superintendent Date



Lisa August Hulme, Interim Superintendent Date


For CSEA:




Mary Lehman, Chapter President Date



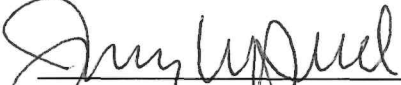
Tammy Affonso, Negotiator Date



Jason Andrews, Vice President Date



Linda Zabala, Negotiator Date



Jeremy Arnold, Labor Relations Rep. Date

Board Approved:

Ratified by CSEA: