

**Memorandum of Understanding
between
Service Employee International Union Local 1021 (SEIU)
and
Sonoma County Office of Education (SCOE)**

Classified Remote Work Program MOU

November 17, 2025

The parties agree to extend the Classified Remote Work Program.

1. Remote work is not required as a condition of employment.
2. This provision excludes classroom staff and student support staff, that is, positions that provide direct services and support of students.
3. Remote days require pre-approval by the employee's supervisor.
4. With few exceptions, the remote work situation must be pre-arranged.
5. Employees are responsible for their own remote work space. SCOE will not provide additional equipment or furniture for any remote work space, without pre approval from the employee's supervisor.
6. Employees must be available by phone or camera-on video conference during the employee's normal work schedule.
7. With few exceptions (i.e., based on residence address), the employee must report to work within ninety minutes (90 minutes) of management's notice (via email and/or call).
8. Both parties are committed to expressing and trying to resolve any issues that arise related to this program. Requests to meet about this will be honored in a timely fashion.
9. With management approval, employees are allowed to take up to 20 remote work days in either half or full day increments not to exceed 20 calendar days of impact subject to the following conditions:
 - A. Part-time employees will be eligible to use the equivalent number of days/hours in accordance with their FTE. (For example, a .80 FTE would be eligible for 20 calendar days aligned with their FTE).
 - B. Remote work time must be entered into the Absence Management system using the Absence Reason "Working Remotely."
 - C. Hours not used by June 30th will not roll over into the following year.

Extenuating circumstances, such as reasonable accommodations (ADA) shall not be limited by this Classified Remote Work Program MOU.

This revised agreement will be in effect starting July 1, 2025, and expires on June 30, 2026. The parties agree to meet and confer no later than the first week of June 2026 for the next fiscal year program.

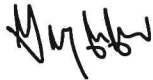
For SCOE:



Electronically signed by: Amie
Carter
Date: Nov 18, 2025 09:54:12 PST

Dr. Amie Carter, Superintendent
Sonoma County Office of Education

Date: 11/18/2025



Electronically signed by: Greg
Medici
Date: Nov 17, 2025 16:12:15 PST

Greg Medici, Deputy Superintendent
Sonoma County Office of Education

Date: 11/17/2025



Electronically signed by: Jennifer Larson
Reason: I am accepting the terms of this
contract.
Date: Nov 17, 2025 16:05:35 PST

Dr. Jennifer Larson, Assistant Superintendent
Sonoma County Office of Education

Date: 11/17/2025

For SEIU:



Electronically signed by: Aaron Burton
Reason: I am accepting the terms of
this contract.
Date: Nov 17, 2025 16:08:03 PST

Aaron Burton, SEIU Local 1021
Field Representative

Date: 11/17/2025



Electronically signed by: alli britton
Reason: I am accepting the terms of
this contract.
Date: Nov 17, 2025 16:09:27 PST

Alli Britton, Retirement Analyst
SEIU Local 1021 Job Steward

Date: 11/17/2025



Electronically signed by: Krystal RGarcia
Reason: I am accepting the terms of this
contract.
Date: Nov 17, 2025 16:11:24 PST

Krystal Garcia, LVN TA
SEIU Local 1021 Job Steward

Date: 11/17/2025

SEIU Ratified 2/20/26