

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

Sonoma County Regional Park Pass Pilot**

November 17, 2025

Parties agree to a one-year pilot program. In accordance with the Wellness Program, and to encourage both physical and mental health, SCOE will offer all Bargaining Unit employees a Sonoma County Regional Parks Pass once per fiscal year. Bargaining Unit employees shall submit the standard reimbursement form for the expense with a receipt for the park pass between January 1 - February 28 of each fiscal year. Bargaining unit employees do not need pre-supervisory approval to be reimbursed for park passes.

Participation is voluntary and not work related. Engaging in park pass activities will occur on bargaining unit employees' own time and personal risk. Therefore, park pass activities are not eligible for SCOE's workers' compensation or general liability insurance coverage.

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 09:54:28 PST

Dr. Amie Carter, Superintendent
Sonoma County Office of Education

Date: 11/18/2025



Electronically signed by: Greg
Medici
Date: Nov 17, 2025 16:11:52 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 16:07:42 PST

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

Date: 11/17/2025

SEIU Ratified 2/20/26

For SEIU:



Electronically signed by: Aaron Burton
Reason: I am accepting the terms of
this contract.
Date: Nov 17, 2025 16:09:22 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 16:10:34 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 16:13:34 PST

Krystal Garcia, LVN TA
SEIU Local 1021 Job Steward

Date: 11/17/2025