

**MEMORANDUM OF UNDERSTANDING
BETWEEN
SONOMA COUNTY OFFICE OF EDUCATION
AND
ASSOCIATION OF SONOMA COUNTY OFFICE OF EDUCATION/CTA/NEA**

WHEREAS, The Sonoma County Office of Education (SCOE) and the Association of Sonoma County Office of Education/CTA/NEA (ASCOE) are parties to a collective bargaining agreement in effect July 1, 2025 through June 30, 2028;

WHEREAS, SCOE has expressed an interest in piloting an alternative instructional year and daily schedule for the school Sonoma County Court for the 2026-27 school year to improve the continuity of academic instruction and enhance the programmatic offerings for its students;

WHEREAS, this change to working conditions affects various mandatory subject of negotiations for bargaining unit members and must be negotiated and mutually agreed upon by the parties;

WHEREAS, ASCOE has appropriately submitted a letter demanding to bargain the decision and/or impact of this change;

THEREFORE THE PARTIES AGREE AS FOLLOWS:

- 1) For the 2026-27 school year, the following articles of the collective bargaining agreement will be modified for bargaining unit members with the job title *Alternative Education Teacher-Court School* in the following way.
- 2) Any article not referenced herein shall remain unchanged.
- 3) These changes will not proceed unless these positions can be staffed by May 30, 2026. SCOE agrees it will not use involuntary transfers to staff *Alternative Education Teacher-Court School* positions.

Article XIII Teaching Hours

13.1 The workday for unit members shall be seven (7) hours, which includes at least a thirty (30) minute duty free lunch. The start time shall be mutually agreed upon by the bargaining unit member and their immediate supervisor. Adequate assistance must be provided to ensure that unit members will have a thirty (30) minute duty free lunch. The workday shall begin thirty (30) minutes before the student's instructional day, unless by mutual agreement between the unit member and their supervisor. The work day shall end after seven (7) hours. Unit members shall not be required to have more than 5 (5) hours

per day of student contact time, without compensation at their prorated per diem rate in fifteen (15) minute increments. A unit member who is required to be with students during what would otherwise be their duty-free lunch may leave one-half (1/2) hour early.

13.2 The instructional work year of one hundred ninety three (193) student days and three (3) non-student days is the basis for the annual salary on the salary schedule. Two (2) non-instructional days shall be held prior to the first day of student instruction, with the additional day assigned by administration and indicated on the unit member's calendar, by August 1st.

13.6 In addition to the above, unit members will receive the equivalent of eight (8) release days per year for preparation at a work site, with the Supervisor's prior approval. Unit members in the *Alternative Education Teacher-Court School* position will receive two (2) additional release days that may be taken at the employee's discretion. Unit members need not give an explanation for use of these two additional release days.

4.) Bargaining unit members with the job title *Alternative Education Teacher-Court School* can elect not to continue in their current assignment and will be guaranteed a bargaining unit position. Bargaining unit members are afforded all rights regarding Assignments and Transfers as referred to in Article XVI Assignments / Reassignments / Relocations.

5.) No employee shall receive a negative evaluation based on this change to working conditions and permanent Status Unit Members will not be evaluated for the 2026-27 school year. This does not prohibit informal meetings between a supervisor and a bargaining unit member to assess the change or gather and provide feedback. These informal meetings are not evaluative of the bargaining unit members teaching performance.

6.) This modification or understanding shall not apply to bargaining unit members whose job titles are not *Alternative Education Teacher-Court School*.

7.) For the 2026-27 school year, an additional salary schedule shall be added to the ASCOE collective bargaining agreement for Alternative Education Teacher-Court School. If this arrangement continues beyond the 2026-27 school year, any negotiated salary increases or additional compensation in the collective bargaining agreement shall be applied to Alternative Education Teacher-Court School.

Sonoma County Superintendent of Schools
ASCOE - Certificated Annual Salary Schedule
TEACHER-Court School
Fiscal Year 2026-2027
DRAFT of proposed salary schedule
 Salary schedule reflects a 3% increase

	Column 1	Column 2	Column 3	
Step	BA + 30 or Less ANNUAL	BA + 45 ANNUAL	BA + 60 ANNUAL	Step
1	72,959.00	74,109.00	77,478.00	1
2	76,332.00	77,478.00	80,843.00	2
3	79,700.00	80,843.00	84,214.00	3
4	83,065.00	84,214.00	87,581.00	4
5	86,436.00	87,581.00	90,947.00	5
6	89,801.00	90,947.00	94,320.00	6
7	93,172.00	94,320.00	97,682.00	7
8	96,540.00	97,682.00	101,053.00	8
9	99,906.00	101,053.00	104,423.00	9
10	103,275.00	104,423.00	107,787.00	10
11	106,645.00	107,787.00	111,159.00	11
12	XX	111,159.00	114,526.00	12
13	XX	XX	117,895.00	13
14	XX	XX	121,267.00	14
15	XX	XX	124,634.00	15
16	XX	XX	128,002.00	16
17	XX	XX	131,371.00	17
18	XX	XX	138,110.00	18

Stipend Schedule:	Annual Rate
National Board Certification	\$500.00
Masters Degree	\$1,500.00
Doctorate Degree	\$2,000.00

Annual Stipend + Annual Salary/12 mos x FTE

SCHEDULE	ANNUAL
Months Paid per Year	12
Base Hours per Day	7
Base Days per Year	196

8.) If SCOE is able to staff these positions and these changes proceed, then for the 2026-27 school year, the work year for *Alternative Education Teacher-Court School* will be:



2026-27 WORK YEAR PLAN

Employee: _____
 Assignment: _____
 Total number of Contract Days for 2026-27: 196

JULY 2026						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	x	11
12	13	14	15	16	x	18
19	20	21	22	23	x	25
26	27	28	29	30	x	

JULY
 WORKDAYS 18 18
 NONWORK 4 4
 22 *

JANUARY 2027						
S	M	T	W	Th	F	S
						2
3	4	5	6	7	x	9
10	11	12	13	14	x	16
17	18	19	20	21	22	23
24	25	26	27	28	x	30
31						

JANUARY
 WORKDAYS 16 109
 NONWORK 3 34
 19 *

AUGUST 2026						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	x	8
9	10	11	12	13	x	15
16	17	18	19	20	x	22
23	24	25	26	27	x	29
30	31					

AUGUST
 WORKDAYS 17 35
 NONWORK 4 8
 21 *

FEBRUARY 2027						
S	M	T	W	Th	F	S
	1	2	3	4	x	6
7	8	9	10	11	x	13
14	15	16	17	18	19	20
21	22	23	24	25	x	27
28						

FEBRUARY
 WORKDAYS 16 125
 NONWORK 2 36
 18 *

SEPTEMBER 2026						
S	M	T	W	Th	F	S
		1	2	3	x	5
6	7	8	9	10	x	12
13	14	15	16	17	x	19
20	21	22	23	24	x	26
27	28	29	30			

SEPTEMBER
 WORKDAYS 17 52
 NONWORK 4 12
 21 *

MARCH 2027						
S	M	T	W	Th	F	S
	1	2	3	4	x	6
7	8	9	10	11	x	13
14	15	16	17	18	x	20
21	22	23	24	25	x	27
28	29	30	31			

MARCH
 WORKDAYS 19 144
 NONWORK 4 40
 23 *

OCTOBER 2026						
S	M	T	W	Th	F	S
4	5	6	7	8	x	10
11	12	13	14	15	x	17
18	19	20	21	22	x	24
25	26	27	28	29	x	31

OCTOBER
 WORKDAYS 17 69
 NONWORK 5 17
 22 *

APRIL 2027						
S	M	T	W	Th	F	S
				1	x	3
4	5	6	7	8	x	10
11	12	13	14	15	x	17
18	19	20	21	22	x	24
25	26	27	28	29	x	

APRIL
 WORKDAYS 17 161
 NONWORK 5 45
 22 *

NOVEMBER 2026						
S	M	T	W	Th	F	S
1	2	3	4	5	x	7
8	9	10	11	12	13	14
15	16	17	18	19	x	21
22	x	x	x	25	27	28
29	30					

NOVEMBER
 WORKDAYS 13 82
 NONWORK 5 22
 18 *

MAY 2027						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	x	8
9	10	11	12	13	x	15
16	17	18	19	20	x	22
23	24	25	26	27	x	29
30	31					

MAY
 WORKDAYS 16 177
 NONWORK 4 49
 20 *

DECEMBER 2026						
S	M	T	W	Th	F	S
			1	2	3	5
6	7	8	9	10	x	12
13	14	15	16	17	x	19
20	x	x	x	24	25	26
27	x	x	x	31		

DECEMBER
 WORKDAYS 11 93
 NONWORK 9 31
 20 *

JUNE 2027						
S	M	T	W	Th	F	S
			1	2	3	5
6	7	8	9	10	x	12
13	14	15	16	17	x	19
20	21	22	23	24	x	26
27	28	29	30			

JUNE
 WORKDAYS 19 196
 NONWORK 2 51
 21 *

Employee: _____
 Supervisor: _____

Date: _____
 Date: _____

- * = Total # of Possible Workdays
- = Holidays (red)
- F = Furlough Day
- X = Non-Work Day
- = 1/2 Work Day

Directions:
 Plan the calendar with your supervisor and place an X through the square for all nonwork days on the above calendars. Dates highlighted in green indicate holidays for the Skyline facility. Instructional program staff may follow a different holiday calendar. Submit prior to the beginning of the fiscal year as part of the work year plan. Modification of a work calendar must be approved by the department director and a modified calendar developed. Please resubmit the calendar each time you make a change to your calendar.

For ASCOE:

Kalyn Ruland
Electronically signed by:
Kalyn Ruland
Date: Mar 30, 2026
18:08:58 PDT

For SCOE:


