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

Classified Remote Work Program

July 1, 2026 - June 30, 2027

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. Employees will prepare a "scope of work" for the remote work days.

5. With few exceptions, the remote work situation must be pre-arranged.

6. Employees are responsible for their own remote work space. SCOE will not provide additional equipment or furniture for any remote work space.

7. Employees must be available by phone or camera-on video conference during the employee's normal work schedule.

8. 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).

9. 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.

10. With management approval, employees are allowed up to ten (10) remote work days in full day or half day increments between July-December, and ten (10) remote work days in full day or half day increments between January-June not to exceed twenty (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 the number of calendar days stated above aligned with their FTE).

    B. Remote work time must be entered into the Absence Management system using the Absence Reason "Working Remotely."

    C. Days not used by December 31, 2026, will not roll over and days not used by June 30, 2027 will not roll over.

This revised agreement will be in effect starting July 1, 2026, and expires on June 30, 2027. The parties agree to meet and confer no later than the first week of June 2027 to evaluate continuation or modification of the program.

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

For SCOE:

Electronically signed by:
Amie Carter
Date: Jul 14, 2026 11:27:14 PDT

Dr. Amie Carter, Superintendent
Sonoma County Office of Education

Date: _____

Electronically signed by:
Nicole Rosaschi
Date: Jul 9, 2026 18:18:39 PDT

Nicole Rosaschi, Director
Sonoma County Office of Education

Date: _____

For SEIU:

Electronically signed by:
Aaron Burton
Date: Jul 9, 2026 18:49:08 PDT

Aaron Burton, SEIU Local 1021
Field Representative

Date: _____

Electronically signed by: Alli Britton
Reason: I am accepting the terms of this contract.
Date: Jul 13, 2026 08:48:53 PDT

Alli Britton, Retirement Analyst
SEIU Local 1021 Job Steward

Date: _____

Electronically signed by: Krystal Garcia
Reason: I am accepting the terms of this contract.
Date: Jul 13, 2026 17:40:04 PDT

Krystal Garcia, LVN TA
SEIU Local 1021 Job Steward

Date: _____