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

Student Transportation Compensation (SB88 Compliance)

The parties agree to a pilot agreement addressing additional duties related to the transportation of students by non-supplemental bargaining unit employees. Due to additional statutory and regulatory requirements associated with student transportation, including those arising from SB88, SCOE agrees to provide additional compensation for employees who voluntarily meet or agree to the terms below.

Eligibility and Voluntary Participation

Participation in student transportation duties under this MOU is voluntary. Only the identified SEIU bargaining unit members who are authorized by SCOE and who meet all required qualifications may transport students and receive additional compensation described herein. Any future classified position whose primary and exclusive function is student transportation, and whose salary schedule reflects compensation for compliance requirements, shall be considered outside the scope of this MOU.

Additional Responsibilities and Requirements

In order to transport students and earn the daily compensation, participating employees must comply with all applicable student transportation requirements, including those required under SB88 and related federal, state and local regulations. These responsibilities include, but are not limited to:

- Maintaining a valid California driver's license appropriate for the vehicle being operated
- Maintaining a satisfactory driving record and participating in SCOE-required DMV pull notice monitoring
- Department of Transportation required drug and alcohol testing; including marajuana (even though this is legal in California, it will result in a positive test, prohibiting an employee from transporting students)
- Completing DOT Medical Examination
- Completing SCOE-required training related to student transportation safety, student supervision, and emergency procedures
- Complying with SCOE vehicle use policies, including pre-trip inspections and reporting of safety concerns
- Ensuring proper supervision of students during transport, including adherence to student conduct and safety expectations
- Following all SCOE procedures related to authorization, scheduling, and documentation of student transportation
- Completing any required documentation or logs related to student transportation activities
- Complying with all applicable laws, regulations, and SCOE policies governing the transportation of students, including any updates or changes during the term of this MOU

Failure to meet or maintain these requirements may result in removal of authorization to transport students and discontinuation of the related compensation.

Compensation

Bargaining unit employees who transport students in accordance with this MOU shall receive compensation of a daily stipend for each day on which they transport students. The two stipends available include:

- $30 daily stipend for a driver who completes one route in a day.
- $60 daily stipend for a driver who completes two routes in a day.

The additional compensation shall be paid only for days in which student transportation occurs and all required responsibilities listed above are fulfilled.

Participating employees will track and submit their time using the SSSA Student Transportation Log. The department will submit to the Business department as a Stipend Payment request on a monthly basis.

The additional compensation is not pensionable and shall not be considered part of the employee's base salary.

Term

This agreement shall be in effect beginning January 1, 2026, and shall expire on June 30, 2027 The parties agree to meet and confer prior to the expiration of this MOU should SCOE wish to continue, modify, or expand the program.

No Precedent

This MOU is non-precedential and shall not be cited as past practice or precedent in any other matter between the parties.

For SCOE:

Electronically signed by: Amie Carter
Date: Apr 29, 2026 16:42:24 PDT

Dr. Amie Carter, Superintendent
Sonoma County Office of Education

Date: 04/29/2026

Electronically signed by: Jennifer Larson
Reason: I am accepting the terms of this contract.
Date: Apr 29, 2026 15:24:28 PDT

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

Date: 04/29/2026

For SEIU:

Electronically signed by: Aaron Burton
Date: Apr 29, 2026 16:21:00 PDT

Aaron Burton, SEIU Local 1021
Field Representative

Date: 04/29/2026

Electronically signed by: Alli Britton
Reason: I am accepting the terms of this contract.
Date: Apr 29, 2026 15:28:23 PDT

Alli Britton, Retirement Analyst
SEIU Local 1021 Job Steward

Date: 04/29/2026

Nicole Rosaschi
Electronically signed by:
Nicole Rosaschi
Date: Apr 29, 2026 16:41:53
PDT

Nicole Rosaschi, Director of Human Resources
Sonoma County Office of Education

Date: 04/29/2026

Electronically signed by:
Krystal Garcia
Reason: I am accepting the terms of this contract.
Date: Apr 29, 2026 15:39:20
PDT

Krystal R Garcia, LVN TA
SEIU Local 1021 Job Steward

Date: 04/29/2026