

**Agreement between Service Employee International Union Local 1021 and the Sonoma
County Superintendent of Schools / Sonoma County Office of Education**

July 15, 2020

Article X: Compensation

d. Salary Schedule Increases: Effective July 1, 2020 unit members shall receive a 4.5% increase to the salary schedule. Effective July 1, 2021 unit members shall receive a 3% increase to the salary schedule.

If one of the following employee groups: ASCOE, CTETA, Classified Management or Certificated Management, receives a higher salary percentage increase prior to June 30, 2022, the County Office agrees to increase the same percentage for SEIU unit members during the same period of time as the SEIU CONTRACT 2019-2022 increase for the other group(s).

Unit members will receive a \$50 per month electronic stipend for all members who do not currently receive such stipend (commonly called "cell phone stipend") for each month during which an employee works at least five (5) days at home (such as during the COVID-19 pandemic) and maintains communication through their personal electronic devices including home computer, cell phone, etc.

The \$50 is prorated according to FTE.

Examples: 1.0 FTE employees would receive \$50./month as described above
 .75 FTE employees would receive \$37.50/month as described above
 .50 FTE employees would receive \$25./month as described above

SCOE will conduct an analysis of the longevity/years of service issue. SCOE will conduct the study and present the findings to SEIU for consideration before June 1, 2021. The study will include findings related to the following:

- number of employees affected
- financial impact to employees and SCOE, including PERS implications
- potential benefits and costs of various scenarios related to retention or elimination of longevity/years of service, including but not limited to the impact of employees who are promoted and receive an initial salary schedule placement of step 2 or 3 (per Merit Rules).

3. Substitute Pay:

- b. Non-Certificated Substitute Pay: Each employee who is assigned to work with a substitute teacher and who does not qualify for the Certificated Substitute Pay will be eligible for Non-Certificated Substitute Pay under the following circumstances:
- 1) The employee is in the classification of Teaching Assistant Special Education, Teaching Assistant, Transition or Teaching Assistant, Alternative Education;
 - 2) The Non-Certificated Substitute Pay will be paid at the rate of twenty-five dollars (\$25) per day.

Article XXIII: Duration

SCOE proposes the following:

- 1. Length of Agreement.

This Agreement shall become effective on July 1, 2019, and shall continue in full force and effect to and including June 30, 2022.

Article XII: Leaves

6. Bereavement Leave

- a. An employee shall receive necessary leave of absence with full pay for, not to exceed three (3) days, or five (5) days if travel over two hundred twenty-five (225) miles each way is required in the event of death of a member of the immediate family as defined below. With approval from the County Superintendent or designee, an employee may be granted additional earned leave to meet the needs of his/her family that result from a death of a family member.

Article XIV: Employment Provisions

3. Reclassification Studies

- a. Request for reclassification study of individual Titles and Positions may be submitted to the Director of Human Resources at any time. The Director of Human Resources shall within thirty (30) calendar days acknowledge receipt of such request and shall notify the Union in writing of the employee who made the request and request a meet and confer with the Union to indicate the timeline for completion of the study and response.

For SEIU:

Maria Garcia 7/27/2020

Maria Garcia, Field Representative

Karen Catalano 7/27/2020

Karen Catalano, Job Steward

Abigail Ward 7/27/2020

Abby Derden-Little, Job Steward

Alli Britton 7/27/2020

Alli Britton, Job Steward

For SCOE:

Steven D. Herrington

Steven D. Herrington, Ph. D.
County Superintendent

John D. Laughlin

John D. Laughlin
Associate Superintendent