

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

Pilot Program on Short Staffed Classroom

January 7, 2026

Parties agree to the Pilot Program on Short Staffed Classroom with the following language if ratified by SEIU's members.

Pilot Program on Short Staffed Classroom

Effective July 1, 2025, through the conclusion of this CBA. When there is an unfilled vacancy(s) for a Teaching Assistant, Transition Teaching Assistant or LVN Teaching Assistant position in a special education classroom, Teaching Assistants, Transition Teaching Assistants and LVN Teaching Assistants regularly assigned to that classroom will receive \$45 per day if the attendance percentage of students is 70 % or greater for that day.

When a Teaching Assistant, Transition Teaching Assistant or LVN Teaching Assistant regularly assigned to a special education classroom agrees to a relocation for the full day work shift in an alternate classroom and there continues to be an unfilled vacancy for a Teaching Assistant or LVN Teaching Assistant, that TA or LVN TA will receive both the relocation stipend and the Short Staffed Classroom Stipend if the attendance percentage of students is 70% or greater for the day.

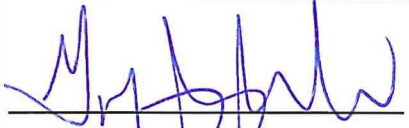
This provision will apply to Teaching Assistants, Transition Teaching Assistants, and LVN Teaching Assistants assigned to a "floating" position only when there is a remaining vacancy(s) that that "floater" is not filling (i.e. an LVN TA position is vacant for the day, the "floater" fills that position and an additional TA and/or LVN TA position remains vacant). This applies when the attendance percentage of students is 70 % or greater for that day. This provision does not apply to Special Circumstances Instructional Assistants, aka 1:1 Teaching Assistants or "floater" position(s), vacancy(s).

Tentatively agreed to by:

For SCOE: 

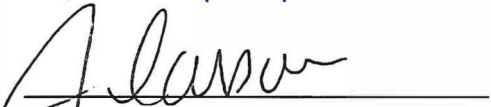
Dr. Amie Carter, Superintendent
Sonoma County Office of Education

Date: 1-7-2026



Greg Medici, Deputy Superintendent
Sonoma County Office of Education

Date: 01/07/2026



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

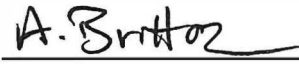
Date: 1/7/26

SEIU Ratified 2/20/26

For SEIU: 

Aaron Burton, SEIU Local 1021
Field Representative

Date: 1-7-2026



Alli Britton, Retirement Analyst
SEIU Local 1021 Job Steward

Date: 01/07/2026



Krystal Garcia, LVN TA
SEIU Local 1021 Job Steward

Date: 01/07/2026