

MEMORANDUM OF UNDERSTANDING BETWEEN SANTA ROSA CITY SCHOOLS  
AND  
SUPERVISORY AND UNREPRESENTED EMPLOYEES

**Service Recognition**

Effective January 1, 1980, upon completion of nine (9) years of employment with Santa Rosa City Schools ("the District"), Supervisory and unrepresented employees shall receive a five (5) percent increase in their regular salary. Additional five (5) percent increases shall be granted upon the completion of fourteen (14) years of service, nineteen (19) years of service, twenty-two (22) years of service, twenty-five (25) years of service, twenty-seven (27) years of service, thirty (30) years of service, and thirty-two (32) years of service.

The following positions comprise the supervisory and unrepresented employee classifications:

- District Child Care Supervisor
- Food Service/Field Operations Supervisor
- Food Service/Production Operations Supervisor
- Site Operations Supervisor
- Supervisor/Building Maintenance
- District Testing Supervisor
- Warehouse Manager
- School Based Therapist/Social Worker Trainee
- District Childcare Assistant Supervisor
- Custodian V
- Custodian IV
- Occupational Therapist
- Mental Health Clinical Supervisor
- Database Administrator
- Data Management Analyst
- District Data Compliance Analyst
- Network and Communications System Administrator
- Information Systems Supervisor
- Server Administrator
- School Based Therapist/Social Worker
- Certified Athletic Trainer
- Certified Occupational Therapy Assistant
- District Library Supervisor
- School Based Therapist/Social Worker Associate
- Network Systems Supervisor
- Technology/Network Support Supervisor
- District Translation Supervisor
- After School Program Supervisor

Service recognition increases shall be a permanent adjustment to the employee's regular salary and shall remain in effect for the duration of the employee's employment with the District, subject to any future modifications to this policy. Service recognition increases shall be effective on the employee's anniversary date and shall not be affected by changes in classification, if any.

Approved by the Board: \_\_\_\_\_