

B.2 RECONVENE TO OPEN SESSION – May 14, 2025

(RE: Admin)

B.1 Report of Actions Taken In Closed Session

*During the closed session, the Board voted 6- 0 (0 members absent) to authorize the District Superintendent, or designee, to adopt **Resolution No. 2024/25-124** to notify **twenty four (24) certificated administrators, 24.00 FTE**, of their final reassignment for the 2025-2026 school year pursuant to Education Code section 44951.*

B.2 RECONVENE TO OPEN SESSION – May 14, 2025

(RE: Admin)

B.1 Report of Actions Taken In Closed Session

*During the closed session, the Board voted 5-1 (no members absent) to authorize the District Superintendent, or designee, to adopt **Resolution No. 2024/25-125** to notify **two (2) certificated administrators, 2 FTE**, of final release from their positions for the 2025-2026 school year pursuant to Education Code section 44951.*

B.2 RECONVENE TO OPEN SESSION – May 14, 2025

(RE: Admin)

B.1 Report of Actions Taken In Closed Session

*During the closed session, the Board voted 5-1 (no members absent) to authorize the District Superintendent, or designee, to adopt **Resolution No. 2024/25-126** to notify **twenty five (25) certificated administrators, 24.40 FTE**, of their final release and/or reassignment for the 2025-2026 school year pursuant to Education Code section 44951.*



Resolution No. 2024/25-112

Date: May 14, 2025

In the Matter of the Layoff of)
Certificated Employees Due to a)
Lack of Work and/or Funds for the)
2025-2026 School Year)
_____)

WHEREAS, on February 26, 2025, the Governing Board of the Santa Rosa City School District adopted a resolution to reduce or discontinue classified services at the end of the 2024-2025 school year (effective for the 2025-2026 school year) due to a lack of work and/or lack of funds; and

WHEREAS, the certificated employees listed on Attachment A were given notice of the District's intention not to re-employ them for the 2025-2026 school year based on the identified reductions or discontinuance of certificated services; and

WHEREAS, the employees listed on Attachment A either did not request a hearing, specifically waived their right to a hearing, agreed to a settlement with the District in which they withdrew their requests for a hearing, or otherwise failed to submit a Notice of Participation; and

WHEREAS, the Board has duly considered the Proposed Decision; and

WHEREAS, it is necessary to not reemploy or offer to reemploy in less than a full-time position certain certificated staff for the 2025-2026 school year; and

NOW, THEREFORE, BE IT RESOLVED by the Governing Board of the Santa Rosa City School District as follows:

1. That the employees listed in Attachment A be notified prior to May 15, 2025 of the decision not to re-employ them for the 2025-2026; and
2. That the employees listed in Attachment A shall have reemployment rights consistent with the California Education Code; and
3. That the Superintendent or his designee take all necessary steps to notify the employees listed on Attachment A before May 15, 2025 as required by law

BE IT FURTHER RESOLVED that this action shall be deemed effective immediately.

The foregoing Resolution was PASSED and ADOPTED at a regularly scheduled meeting of the Board of Education of the Santa Rosa City School District on the 14th day of May 2025, by the following vote:

AYES: 6 NOES: 0 ABSENT: 0 ABSTAIN: 0

Dated: May 14, 2025



President, Board of Trustees
Santa Rosa City School District
Sonoma County, California

Certified a True Copy:



Clerk, Board of Trustees
Santa Rosa City School District
Sonoma County, California

Attachment A

LIST OF CERTIFICATED EMPLOYEES

WHO SHALL RECEIVE FINAL LAYOFF NOTICES

Multiple Subject Teachers (Total of 6.0 FTE):

1. Garcia-Kohler, Lisette
2. Grey, Moriah
3. Hochstadt, Tara
4. Jobson, Alice
5. Miller, Abigail
6. Prohoroff, Samuel
7. Solari, Alexis

English Teachers (Total of .60 FTE)

1. Weldon, Michael (Only for .60 FTE)

Art Teachers (Total of 1.0 FTE):

1. Burgess, Emma

Physical Education Teachers (Total of 2.0 FTE):

1. Bautista, Marcelo Anthony
2. Duerr, Friedrich

French Teacher (Total of .60 FTE):

1. Scafani, Colette (Only for .60 FTE)

School Counselors (Total of 12.00 FTE):

1. Albor Rueda, Mayra
2. Andersen, Kara
3. Brown, Jordan
4. Crakow, Courtney
5. Davis, Lauren
6. Green, Jennifer
7. Herrera, Angelica
8. Legesse, Sara
9. Montalvan, Angelica
10. Nava Franco, Guadalupe
11. Nicolaou, Christopher

12. Saunders, Elizabeth

School Psychology (Total of 1.50 FTE):

1. Orozco, Andrea
2. Stevens, Sharon (Only for .50 FTE)

Administrators (Total of 9.0 FTE)

BEFORE THE GOVERNING BOARD
OF THE SANTA ROSA CITY SCHOOL DISTRICT
SONOMA COUNTY, CALIFORNIA

In the Matter of Notifying Certain)
Classified Employees of the Decision)
to Not Reemploy or to Reduce Their Hours)
for the 2025-2026 School Year)

RESOLUTION NO. 2024/25-113

WHEREAS, on February 26, 2025 and March 12, 2025, the Board of Education (“Board”) of the Santa Rosa City School District (“District”) adopted Resolution No.2024/25-44 and No.2024/25-102 authorizing and directing the Superintendent, or designee, to initiate and pursue procedures necessary to reduce or discontinue the equivalent of 114.61581 FTE full-time classified positions pursuant to Education Code sections 45114, 45117, 45298, and 45308 due to a lack of work and/or lack of funds;

WHEREAS, a layoff hearing was convened on April 25, 2025, by the Office of Administrative Hearings, State of California, for those classified employees on whose behalf of a hearing was requested and who did not subsequently rescind their request for a hearing;

WHEREAS, a Proposed Decision was issued by Administrative Law Judge Michael C. Starkey of the Office of Administrative Hearings, a true and correct copy of which is attached hereto as “Attachment 1,” and is by this reference made a part hereof;

WHEREAS, the Board has duly considered said Proposed Decision;

WHEREAS, the employee(s) listed on “Attachment 2” either rescinded or waived their right to a hearing and, therefore, sufficient cause exists for not reemploying the classified employee(s) listed on “Attachment 2”;

WHEREAS, the Board finds that those matters found in said Proposed Decision do constitute sufficient cause for not reemploying the classified employee(s) listed on “Attachment 3”; and

WHEREAS, the Board finds that the Proposed Decision, including Factual Findings, Legal Conclusions, and Order, should be adopted as the decision of this Board;

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Santa Rosa City School District as follows:

- A. That the aforesaid Proposed Decision be, and hereby is, adopted as the Decision of the Board of Education of the Santa Rosa City School District, and said Decision shall be effective immediately;

- B. That the classified services identified in Resolution No. 2024/25-113 be reduced or eliminated as set forth therein, commencing with the 2025-2026 school year.
- C. That the Superintendent of the Santa Rosa City School District, or designee, is authorized and directed to notify those classified employees noted in the Proposed Decision and on Attachments 2 and 3, pursuant to Education Code section 45117, that their services will not be required by this District for the ensuing 2025-2026 school year. Said Notice shall be given by serving upon the classified employees a true copy of this Resolution.
- D. That the Superintendent, or designee, is authorized and directed to take any other action necessary to effectuate the intent of this resolution and finalize layoffs.

PASSED AND ADOPTED at a regular meeting of the Board of Education of the Santa Rosa City District on May 14, 2025 , by the following vote:

AYES:	<u>6</u>
NOES:	<u>0</u>
ABSENT:	<u>0</u>
ABSTAIN:	<u>0</u>

Dated: May 14, 2025



President, Board of Trustees
 Santa Rosa City School District
 Sonoma County, California

Certified a True Copy:



Clerk, Board of Trustees
 Santa Rosa City School District
 Sonoma County, California

ATTACHMENT 1

PROPOSED DECISION

**BEFORE THE
GOVERNING BOARD OF THE
SANTA ROSA CITY SCHOOL DISTRICT
COUNTY OF SONOMA
STATE OF CALIFORNIA**

In the Matter of the Statement of the Reduction in Force of:

AMANDA RODRIGUEZ-LOPEZ, and

NADINE METELLUS,

Respondents.

OAH No. 2025040101

PROPOSED DECISION

Administrative Law Judge Michael C. Starkey, State of California, Office of Administrative Hearings (OAH), heard this matter on April 25, 2025, via videoconference.

Attorney Seth N. Eckstein represented complainant Vicki Zands, Ed.D., Assistant Superintendent, Human Resources, Santa Rosa City School District (District).

Teamsters Local 665 representative Tom Woods appeared on behalf of respondent Amanda Rodriguez-Lopez, who was not present.

Respondent Nadine Metellus represented herself at hearing.

As discussed below in Factual Finding 9, as to all other classified employees served with a layoff notice, the layoff notice was rescinded, the employee withdrew his or her hearing request, and/or the employee did not file a notice of participation.

The matter was submitted on April 25, 2025.¹

FACTUAL FINDINGS

1. On March 7, 2025, the Board of Trustees of the District (Board) adopted "Resolution No. 2024/25-44," reducing or discontinuing particular kinds of classified services no later than the beginning of the 2025–2026 school year due to "lack of work and/or lack of funds," and directing the District's superintendent or designee to send appropriate notices to the relevant employees. The services identified to be eliminated in the Resolution included: two "Custodian IV" full-time equivalent (FTE) positions; "Family Engagement Facilitator" positions totaling 20.25 FTE; and 15 "Noon/Yard Duty Aide" positions totaling 4.54 FTE.

2. The services set forth in this resolution are particular kinds of services that may be reduced or discontinued within the meaning of Education Code sections

¹ This matter was originally set for hearing on April 17 and 18, 2025. On April 10, 2025, the hearing dates were continued to April 25 and 30, 2025. Pursuant to Education Code section 45117, subdivision (c)(3)(A), because the hearing of this matter was continued for 12 days, the deadlines for submitting a proposed decision and serving notices of termination stated in that subdivision were extended for 12 days.

45114 and 45308 (all further statutory references are to the Education Code unless otherwise stated).

3. On March 12, 2025, the Board adopted "Resolution No. 2024/25-102," reducing or discontinuing additional kinds of classified services no later than the beginning of the 2025–2026 school year due to lack of work and/or lack of funds, and directing the District's superintendent or designee to send appropriate notices to the relevant employees.

4. Also on March 12, 2025, the Board adopted "Resolution No. 2024/25-100," setting forth tie-breaking criteria for employees who first rendered paid service to the District on the same date and in the same classification. Pursuant to this resolution, "[t]ies in seniority will be broken by length of service with the District, excluding years of service as a day-to-day substitute."

5. Complainant Vicki R. Zands and Jesse Olson, Human Resources Director for the District, testified at hearing. Neither respondent submitted any evidence at hearing. The testimony of Zands and Olson was unrebutted, consistent with the documents in evidence, and credible in all respects.

6. The District's layoffs were due solely to lack of work and/or lack of funds.

7. Each employee identified for layoff was timely served with a letter notification, a copy of relevant sections of the Education Code, and a copy of the Board resolutions discussed in Factual Findings 1 through 3.

8. Each employee who requested a hearing was timely served with a "Statement to Respondent," and a "District's Statement of Reduction in Force," with

attached Board resolution, copies of relevant sections of the Code, and a blank notice of participation.

9. By the time of hearing, as to each of these classified employees—other than respondents Amanda Rodriguez-Lopez and Nadine Metellus—the employee withdrew his or her hearing request. The Statement to Respondent stated:

YOU ARE FURTHER NOTIFIED that unless a written request for hearing signed by or on behalf of you as Respondent is delivered or mailed to the Superintendent, or designee, within five (5) calendar days after the District Statement was personally served on you, or mailed to you, the District may proceed upon the District Statement without a hearing pursuant to Government Code section 11520.

Only one employee (Marc Anderson Francois) filed a notice of participation, and the layoff notice to that employee was rescinded.

Respondent Amanda Rodriguez-Lopez

10. Rodriguez-Lopez was first hired by the District on August 1, 2023, as a Custodian IV. There is one Custodian IV junior to Rodriguez-Lopez, Jorge Chavez Contreras. He received a layoff notice. Rodriguez-Lopez was the second most junior Custodian IV, tied with John DeLair. However, DeLair started working for the District in a different position on January 9, 2023, and was therefore more senior pursuant to the District's tie-breaking criteria. Accordingly, the District served Rodriguez-Lopez with a layoff notice.

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Respondent Nadine Metellus

11. Nadine Metellus was first hired by the District on January 22, 2024, as a Noon/Yard Duty Aide. She had no prior experience with the District. Metellus's position was 0.75 FTE.

12. Maria Nancy Botello-Contreras is a 1.0 FTE Family Engagement Facilitator. She is the least senior Family Engagement Facilitator and received a layoff notice from the District. However, before entering the Family Engagement Facilitator position, Botello-Contreras worked for the District as a Noon/Yard Duty Aide, from November 26, 2018, through November 30, 2024. Accordingly, Botello-Contreras has bumping rights as to Noon/Yard Duty Aide positions currently held by employees junior to her.

13. There are no 1.0 FTE Noon/Yard Duty Aide positions. The highest FTE Noon/Yard Duty Aide position is 0.75 FTE. Metellus is the least senior 0.75 FTE Noon/Yard Duty Aide and she is less senior than Botello-Contreras. Accordingly, Botello-Contreras has bumping rights as to Metellus' Noon/Yard Duty Aide position and the District served Metellus with a layoff notice.

Ultimate Factual Findings

14. The District's notices of layoff to respondents were proper in all respects.

15. The District's seniority and bumping calculations as to respondents Rodriguez-Lopez and Metellus were correct.

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LEGAL CONCLUSIONS

1. Classified employees may be subject to layoff for lack of work or lack of funds, and the order of such layoffs within the class shall be determined by length of service. (§ 45308, subd. (a).) A school district must give written preliminary notice of a layoff to a classified employee no later than March 15. (§ 45117, subd. (a).) The employee may request a hearing. (*Id.* at subd. (b).)

2. In opening argument, Rodriguez-Lopez's representative argued that the tie-breaking criteria imposed by the District were instituted during a status quo period and was not bargained with the union. He reported that he did not know if this wrongfully impacted Rodriguez-Lopez. No evidence supporting the argument was received. Moreover, the propriety—from a labor relations standpoint—of the District's resolution establishing the tie-breaking criteria is beyond the jurisdiction of this proceeding.

3. Cause to layoff respondents was not otherwise contested and was established via the evidence presented at hearing. (Factual Findings 1-15.)

4. Pursuant to sections 45117 and 45308, the District's reduction in force must be sustained.

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ORDER

The District's reduction in force is sustained as to respondents Amanda Rodriguez-Lopez and Nadine Metellus. Notice may be given to respondents that their services will not be required for the 2025-2026 school year.

DATE: 04/30/2025



MICHAEL C. STARKEY

Administrative Law Judge

Office of Administrative Hearings

ATTACHMENT 2

SANTA ROSA CITY SCHOOL DISTRICT

LIST OF CLASSIFIED EMPLOYEES SENT INITIAL LAYOFF NOTICES AND TO RECEIVE FINAL LAYOFF NOTICES

1. Achutegui Vega, Dora
2. Alameda Resendiz, Melanie
3. Alcazar Garcilazo, Jessica
4. Alejo Albor, Patricia
5. Anderson Francois, Marc
6. Aquino, Kyle
7. Arkoff, Garshom
8. Arreguin Castillo, Maria
9. Arterberry, Jerome
10. Avina-Espinoza, Victor
11. Azmoudeh, Eva
12. Bailon-Vinagre, Patsy
13. Barron, Wendy
14. Beltran, Isidra
15. Campos Baldovinos, Georgina
16. Cardenas, Alyssa
17. Cardenas Moreno, Lizeth
18. Caris, Patricia
19. Castro, Robert
20. Cena, Arthur
21. Chaparro Colin, Isabel
22. Chavez Contreras, Jorge
23. Chavez Trejo, Maria
24. Child, Jil
25. Christenson, James
26. Clark, Dennis
27. Collins, Pilar
28. Coria Salgado, Emma
29. Craig-Parnell, Lisa
30. Cuevas Jimenez, Lourdes
31. De La Cruz Gonzalez, Mireya
32. Dei Farley, Andrea
33. Dudley, Dominick
34. Duffield, Allen
35. Dugard, Tina
36. Dunne, Allise

37. Evans, Trish
38. Figueroa-Xiong, Kassidy
39. Flores Camacho, Teresa
40. Galli, Michelle
41. Garrido Corona, Irianhi
42. Gaspar Estrada, Irma Delia
43. Gebrehiwot, Aster
44. Godinez, Jennifer
45. Godinez Ramirez, Juliana
46. Gonzalez Ayala, Norma
47. Guido Silva, Ana
48. Guizar Virelas, Maria
49. Hamiter, Bianca
50. Haney, Taylor
51. Harden, David
52. Heras Lois, Ana
53. Hernandez, Alicia
54. Hernandez Rodriguez, Andrea
55. Hunt, Caryn
56. Jenkins, Willie
57. Jones, Jonathan
58. Koslowsky, Lindsay
59. Lemus, Javier
60. Lopez Canela, Itzel
61. Lozano Moore, Carmen
62. Madrigal, Amelya
63. Magana, Guadalupe
64. Manning, Joseph
65. Martinez, Maria
66. Martinez Alvarez, Yolanda
67. Metellus, Nadine
68. Michael, Haile
69. Modell, Julia
70. Mogollan, Karla
71. Molina, Daniel
72. Monje-Paulson, Gabriel
73. Muniz, Elysa
74. Norton, Suzanna
75. Olmedo, Niomi
76. Paz Garcia, Arlene
77. Pena Moya, Annahy
78. Perez, Vulfrano
79. Quezada Centeno, Yadira
80. Roberts, Kenneth
81. Rodriguez, Sarhai

82. Rodriguez, Abraham
83. Rodriguez, Leilanni
84. Rodriguez, Porsche
85. Rodriguez Hernandez, Alejandra
86. Rodriguez Lopez, Amanda
87. Sahagun, Salvador
88. Salgado Morales, Celest
89. Sammet, Rebekah
90. Santana, Maria
91. Santana Peralta, Leticia
92. Schweitz, Hanna
93. Silva, Karlos
94. Singkeo, Belong
95. Standley, Christina
96. Taylor, Carrie
97. Thomases, Camela
98. Tirado, Ashley
99. Torres Avila, Rosa
100. Ugarte Romero, Doris
101. Uribe Montoya, Monica
102. Valencia, Maria
103. Valones, Michael
104. Vargas Mendez, Vanessa
105. Vargas Mendez, Jacqueline
106. Vasquez, Mercedes
107. Vela Salazar, Martha
108. Villanueva Figueroa, Claudia
109. Zabaljauregui, Amanda
110. Zamora, Anthony
111. Zaragoza, Miguel
112. Zaragoza, Patricia
113. Zepaltas, Anna

ATTACHMENT 3

1. Nadine Metellus
2. Amanda Rodriguez-Lopez

648-205/7281672.1



RESOLUTION AUTHORIZING APPROVAL OF AMENDMENT NO. 1 TO THE ALTERNATE DESIGN-BUILD AGREEMENT FOR THE DISTRICT-WIDE ELECTRONIC ACCESS CONTROL PROJECT

WHEREAS, on January 8, 2025, the Board of Education of Santa Rosa City Schools (“District”) approved Resolution No. 2024/25-23 authorizing the use of the Alternate Design-Build project delivery method pursuant to Education Code section 17250.10 et seq. for the District-Wide Electronic Access Control Project (“Project”), and authorized the District to enter into an Alternate Design-Build Agreement with DecoTech Systems, Inc.;

WHEREAS, the District has proceeded with Phase One of the Project and has worked with DecoTech Systems, Inc. to finalize design and pricing for specific project sites;

WHEREAS, the District and DecoTech Systems, Inc. have agreed upon Amendment No. 1 to the Alternate Design-Build Agreement, which establishes a Guaranteed Maximum Price (GMP) and scope of work for Phase One of the Project, encompassing Rincon Valley Middle School, Maria Carrillo High School, Montgomery High School, and Santa Rosa High School;

WHEREAS, the District has reviewed the proposed scope, pricing, and schedule provided in Amendment No. 1 and determined it to be fair and reasonable and in the best interest of the District;

NOW THEREFORE, BE IT RESOLVED by the Board of Education of the Santa Rosa City Schools as follows:

Section 1. The Board finds and declares that the foregoing recitals are true and correct.

Section 2. The Board hereby approves Amendment No. 1 to the Alternate Design-Build Agreement with DecoTech Systems, Inc. for Phase One of the District-Wide Electronic Access Control Project, as presented to the Board.

Section 3. The Board authorizes the District’s Superintendent, or designee, to execute Amendment No. 1 and take any necessary actions to implement the scope, schedule, and GMP included therein.

PASSED AND ADOPTED this 14th day of May, 2021 5-

YEAS: 6

NOES: 0

ABSENT: 0

ABSTAIN: 0



Roxanne McNally, Clerk of the Board



EMBRACE • ENGAGE • EMPOWER

Resolution No. 2024/25-115

Date: May 14, 2025

Resolution Recognizing National School Nurse Day (May 7, 2025)

WHEREAS, children are the future and, by investing in them today, we are ensuring our world for tomorrow; and

WHEREAS, all students have a right to have their health needs safely met while in the school setting; and

WHEREAS, children today face more complex and life-threatening health problems requiring care in school; and

WHEREAS, school nurses have served a critical role in improving public health and in ensuring students' academic success for more than 100 years; and

WHEREAS, school nurses are professional nurses who advance the well-being, academic success, and lifelong achievements of all students by serving on the front lines and providing a critical safety net for our nation's most fragile children; and

WHEREAS, school nurses act as liaisons to the school community, parents, and healthcare providers on behalf of children's health by promoting wellness and improving health outcomes for our nation's children; and

WHEREAS, school nurses support the health and educational success of children and youth by providing access to care when children's cognitive development is at its peak; and

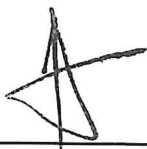
WHEREAS, school nurses are members of school-based mental health teams; and

WHEREAS, school nurses understand the link between health and learning and are in a position to make a positive difference for children every day;

WHEREAS, school nurses have shown their importance with the COVID-19 Pandemic in helping students and staff stay safe and return safely to in-person learning;

NOW THEREFORE, BE IT RESOLVED, that the Board of Education recognizes May 7, 2025, as National School Nurse Day and encourages the community to participate in observances that express their appreciation.

PASSED AND ADOPTED by the Governing Board of the Santa Rosa City Schools District on the 14th day of May 2025.



Jeremy De La Torre, Clerk of the Board

May 14, 2025

Date



RECOGNITION OF MAY 2025 AS MENTAL HEALTH AWARENESS MONTH

WHEREAS, mental health is essential to everyone's overall health and well-being, and all Americans experience times of difficulty and stress in their lives; and

WHEREAS, prevention is an effective way to reduce the burden of mental health conditions, and there are practical tools that all people can use to improve their mental health and increase resiliency; and

WHEREAS, mental health conditions are real and prevalent in our nation, with 1 in 5 adults experiencing a mental health condition in a given year, and 1 in 6 youth aged 6-17 experiencing a mental health disorder each year; and

WHEREAS, students within the Santa Rosa City Schools district are facing unique challenges due to school consolidations, which can create significant stress, anxiety, uncertainty, and feelings of loss for students, families, and staff alike; and

WHEREAS, the ongoing process of school consolidation may disrupt established social connections, routines, and sense of belonging that are critical to student mental wellness; and

WHEREAS, with effective treatment, those individuals with mental health conditions can recover and lead full, productive lives; and

WHEREAS, each business, school, government agency, healthcare provider, organization and citizen has a responsibility to promote mental well-being and support those who need help; and

WHEREAS, the National Alliance on Mental Illness (NAMI), Mental Health America, and other organizations observe Mental Health Awareness Month in May to increase awareness of the importance of mental health and wellness; and

WHEREAS, the Santa Rosa City Schools recognizes that, especially during periods of significant transition and change, dedicated support for mental health is essential to student success, teacher effectiveness, and community well-being;

NOW, THEREFORE, BE IT RESOLVED that the Santa Rosa City Schools Board of Education hereby declares May 2025 as "Mental Health Awareness Month" in Santa Rosa City Schools and calls upon all staff, students, families, and community members to:

1. Increase awareness and understanding of mental health, mental wellness, and mental health conditions;
2. Show compassion toward those with mental health challenges, particularly students, families, and staff members experiencing transition-related stress due to school consolidations;
3. Recognize that during this period of school consolidation, additional mental health resources and support services will be made available to all members of our school community;
4. Emphasize the importance of creating supportive environments where students, families, and staff feel comfortable discussing mental health concerns related to change and transitions;
5. Actively participate in Mental Health Awareness Month activities organized by our schools and community partners;
6. Promote appropriate and accessible services for all people with mental health conditions, especially our youth; and
7. Support the development of resilience in our students, staff, and families during this time of significant district change.

PASSED AND ADOPTED this 14th day of May, 2025.

YEAS: 6
NOES: 0
ABSENT: 0
ABSTAIN: 0



Jeremy De La Torre, Clerk of the Board



EMBRACE • ENGAGE • EMPOWER

Resolution No. 2024/25-116
Date: May 14, 2025

Resolution Recognizing May as Better Hearing and Speech Month

WHEREAS, speech and language disorders are among the most common conditions that young people experience; and

WHEREAS, strong speech and language and social communication skills are necessary for reading, writing, and academic success; and

WHEREAS, appropriate speech and language skills can have a long-lasting effect on a child's communication, social relationships, learning, and daily life activities well into adulthood; and

WHEREAS, Speech-Language Pathologists are the school-based experts in children's communication development; and

WHEREAS, Speech-Language Pathologists provide essential services to students; and

WHEREAS, it is important for us all to recognize the important and vital role that Speech-Language Pathologists play in the development of our students; and

WHEREAS, the SRCS Speech-Language Pathologists provide important consultation with staff and families for Speech Improvement and make suggestions in Student Study Teams about pre-referral strategies in classrooms and other settings; and

NOW THEREFORE, BE IT RESOLVED, that the Board of Education recognizes May as Better Hearing and Speech Month and encourages the community to participate in observances that express their appreciation.

PASSED AND ADOPTED by the Governing Board of the Santa Rosa City Schools District on the 14th day of May, 2025.

Jeremy De La Torre, Clerk of the Board

Date

MEMORANDUM OF UNDERSTANDING
BETWEEN
SANTA ROSA CITY SCHOOLS
AND
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS SANTA ROSA CH 75

Santa Rosa City Schools (“District”) and California School Employees Association and its Santa Rosa Chapter 75 (“CSEA”), together, “the Parties”, enter into this Memorandum of Understanding (“Agreement”) pursuant to the parties’ April 4, 2025 Memorandum of Understanding regarding Impacts and Effects of Layoffs, attached hereto.

Effective July 1, 2025, the Restorative Response Specialist, a CSEA bargaining unit position, shall be renamed “Restorative & Intervention Support” under the attached job description, and shall remain at Range 26 of the CSEA salary schedule. Any individual holding reemployment and/or bumping rights to the Restorative Response Specialist classification shall retain those same rights to the Restorative & Intervention Support position. As stated in Section 26.f. of the April 6, 2025 agreement, the District shall rescind the layoffs of at least the eight (8) most senior Restorative Response Specialists. Unit members shall retain their seniority, current step and shall advance one step on July 1, 2025. Step placement for any unit member reemployed into the position from the reemployment list shall be according to Section 4 of the April 6, 2025 agreement. No unit member who has passed the probationary period in the Restorative Response Specialist classification shall be required to serve a probationary period in Restorative & Intervention Support.

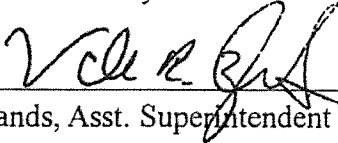
Effective July 1, 2025, the Clerk Typist IV, a CSEA bargaining unit position, shall be renamed “Special Education Technician” under the attached job description, and shall be assigned to Range 25 of the CSEA salary schedule. Any individual holding reemployment and/or bumping rights to the Clerk Typist IV position shall retain those same rights to the Special Education Technician position. As stated in Section 26.g. of the April 6, 2025 agreement, the District shall rescind the layoffs of at least the three (3) most senior Clerk Typist IVs. Unit members shall retain their seniority, their current step in the new range, and shall advance one step on July 1, 2025. Step placement for any unit member reemployed into the position from the reemployment list shall be according to Section 4 of the April 6, 2025 agreement. No unit member who has passed the probationary period in the Clerk Typist IV classification shall be required to serve a probationary period in Special Education Technician.

Effective upon ratification, the parties agree to establish the Special Education Health Aide classification in the CSEA bargaining unit under the attached job description. The Special Education Health Aide shall be assigned to Range 25 of the CSEA salary schedule. The position shall be posted and filled according to the parties’ Collective Bargaining Agreement and the April 6, 2025 Memorandum of Understanding.

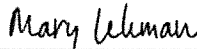
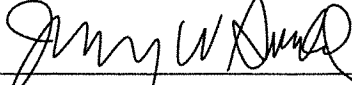
The parties established the Certified Wellness Coach I classification in the CSEA bargaining unit in their January 17, 2025 agreement on an 11-month work calendar effective July 1, 2025. However, the funding source provides for only 10 months per year. Therefore, the Certified Wellness Coach I classification shall work a 10-month work calendar.

This Agreement shall become effective upon ratification by the Parties and shall not expire.

For Santa Rosa City Schools:

 5/01/2025
Vicki Zands, Asst. Superintendent of HR Date

For CSEA:

Signed by:  4/30/2025
D1F2A72A328E437...
Mary Lehman, Chapter 75 President Date
 5/4/2025
Jeremy Arnold, Labor Relations Rep Date

Board Approved 5/14/2025

Ratified by CSEA: _____