

**MEMORANDUM OF UNDERSTANDING BETWEEN
SANTA ROSA CITY SCHOOLS
AND
THE SANTA ROSA TEACHERS ASSOCIATION**

This Agreement was made and entered into this day May 29, 2025, by and between Santa Rosa City Schools ("District") and Santa Rosa Teachers Association ("Association").

Santa Rosa City Schools and Santa Rosa Teachers Association enter this Memorandum of Understanding in relation to the 40% leave granted by CTA for the position of Organizing Chair.

Lead Organizer's Leave

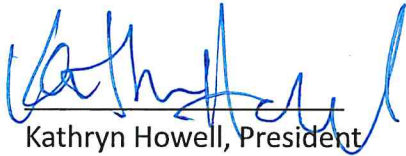
1. The District shall, upon annual written request, grant to the Lead Organizer of the Association leave equivalent to four-tenths of a full-time equivalent position.
2. The Association shall reimburse the District for the full cost of the replacement teacher attributable to the Organizing Chair's leave, Class 1, Step 4 on the SRTA Certificated Salary Schedule including health, dental, vision, life, workers' compensation, and unemployment insurance, as well as the actual cost of the District's State Teachers' Retirement System contribution on behalf of the Lead Organizer, payable within thirty (30) days after the receipt of a written statement from the District at the end of each semester.
3. While on leave, the Lead Organizer shall continue to receive their regular compensation and all fringe benefits. Seniority shall continue to accrue as though the individual were employed full-time.
4. The Lead Organizer will retain the right to return to an assignment at their most recent school site upon completion of their term(s), a maximum of four(4) years.
5. This MOU will expire June 30, 2026

Dated: 5/29/2025

For the Association:



Ian Myers, Chief Negotiator
SRTA



Kathryn Howell, President
SRTA

Board Approved: 6/11/2025

Dated: 5/29/2025

For the District:



Dr. Vicki Zands, Assistant Superintendent
Human Resources, SRCS



Lisa August, Interim Superintendent
SRCS