

Sonoma County Office of Education

**PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/1991), GC 3547.5, and CCR, Title V, Section 15449**

Name of School District:	Santa Rosa City Schools
Name of Bargaining Unit:	California School Employees Association (CSEA) Santa Rosa Chapter 75
Certificated, Classified, Other:	Classified

The proposed agreement covers the period beginning: **July 1, 2026** (date) and ending: **June 30, 2027** (date)

The Governing Board will act upon this agreement on: **June 24, 2026** (date)

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation

Compensation	Annual Cost Prior to Proposed Agreement FY 2025-26	Fiscal Impact of Proposed Agreement		
		Year 1 Increase/(Decrease) FY 2025-26	Year 2 Increase/(Decrease) FY 2026-27	Year 3 Increase/(Decrease) FY 2027-28
1 Salary Schedule (This is to include Step and Column, which is also reported separately in Item 6.)	\$ 27,218,212	\$ -	\$ 37,374	\$ -
		0.00%	0.14%	0.00%
2 Other Compensation - Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ 1,063,918	\$ -	\$ 3,200	\$ -
		0.00%	0.30%	0.00%
Description of other compensation			MOU #4 pool of at least one hundred (100) hours of additional worktime.	
3 Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 9,944,207	\$ -	\$ 74,727	\$ -
		0.000%	0.75%	0.00%
4 Health/Welfare Plans	\$ 6,168,030	\$ -	\$ 67,094	\$ -
		0.00%	1.09%	0.00%
5 Total Compensation - Add Items 1 through 4 to equal 5	\$ 44,394,366	\$ -	\$ 182,395	\$ -
		0.000%	0.41%	0.00%
6 Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1.	\$ -	\$ -	\$ -	\$ -
7 Total Number of Represented Employees (Use FTEs if appropriate)	468.10			
8 Total Compensation Average Cost per Employee	\$ 94,840	\$ -	\$ 390	\$ -
		0.000%	0.41%	0.00%

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9. What was the negotiated percentage increase approved? For example, if the increase in "Year 1" was for less than a full year, what is the annualized percentage of that increase for "Year 1"?

N/A

10. Were any additional steps, columns, or ranges added to the schedules? (If yes, please explain.)

N/A

11. Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

1) MOU #3 Item 1: Frozen Vacation Balance Payout Differential; **2)** MOU #3 Item 2: Laid-Off Employees Health Coverage through September 30, 2026; **3)** MOU #3 Item 2: Reduced Hours Employees Health Coverage Benefit Maintenance through September 30, 2026; **4)** MOU #3: Item 9 Top-Step Placement for Demotions/Laterals; **5)** MOU #3 Item 13: Uncontested Unemployment Insurance Claims; **and 6)** MOU #4: pool of at least one hundred (100) hours of additional worktime.

12. Does this bargaining unit have a negotiated cap for Health and Welfare benefits? Yes No

If yes, please describe the cap amount.

\$1,163.51 per month.

- B. Proposed negotiated changes in noncompensation items** (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

N/A

- C. What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement?** Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

N/A

D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?

N/A

E. Will this agreement create or increase deficit financing in the current or subsequent year(s)?

"Deficit Financing" is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If yes, explain the amounts and justification for doing so.

No.

F. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.

N/A

G. Source of Funding for Proposed Agreement:

1. Current Year

No cost impact to current year.

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years (i.e., what will allow the district to afford this contract)?

This cost is only occurring in the 2nd year 2026-27 and the ending fund balance will cover the cost.

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

This cost is only occurring in the 2nd year 2026-27 and the ending fund balance will cover the cost.

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H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund

Bargaining Unit: California School Employees Association (CSEA) Santa Rosa Chapter

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 2025-26 Third Interim)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 172,176,282	\$ -	\$ -	\$ 172,176,282
Remaining Revenues (8100-8799)	\$ 15,695,958	\$ -	\$ -	\$ 15,695,958
TOTAL REVENUES	\$ 187,872,240	\$ -	\$ -	\$ 187,872,240
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 66,623,123	\$ -	\$ -	\$ 66,623,123
Classified Salaries (2000-2999)	\$ 21,317,389	\$ -	\$ -	\$ 21,317,389
Employee Benefits (3000-3999)	\$ 33,314,753	\$ -	\$ -	\$ 33,314,753
Books and Supplies (4000-4999)	\$ 1,376,777	\$ -	\$ -	\$ 1,376,777
Services, Other Operating Expenses (5000-5999)	\$ 21,999,948	\$ -	\$ -	\$ 21,999,948
Capital Outlay (6000-6599)	\$ 14,454	\$ -	\$ -	\$ 14,454
Other Outgo (7100-7299) (7400-7499)	\$ 83,412	\$ -	\$ -	\$ 83,412
Direct Support/Indirect Cost (7300-7399)	\$ (2,182,869)	\$ -	\$ -	\$ (2,182,869)
Other Adjustments				
TOTAL EXPENDITURES	\$ 142,546,988	\$ -	\$ -	\$ 142,546,988
OPERATING SURPLUS/(DEFICIT)	\$ 45,325,253	\$ -	\$ -	\$ 45,325,253
Transfers In and Other Sources (8910-8979)	\$ 500,000	\$ -	\$ -	\$ 500,000
Transfers Out and Other Uses (7610-7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ (43,816,607)	\$ -	\$ -	\$ (43,816,607)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 2,008,646	*	\$ -	\$ 2,008,646
BEGINNING BALANCE	\$ (1,110,745)			\$ (1,110,745)
Prior-Year Adjustments/Restatements (9793/9795)	\$ 1,885,862			\$ 1,885,862
CURRENT-YEAR ENDING BALANCE	\$ 2,783,763	\$ -	\$ -	\$ 2,783,763
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$ -	\$ -	\$ -	\$ -
Reserved for Economic Uncertainties (9770)	\$ 2,783,763	\$ -	\$ -	\$ 2,783,763
Designated Amounts (9775-9780)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amount (9790)	\$ (0)	\$ -	\$ -	\$ (0)

* Please see question on page 7.

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H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Restricted General Fund**

Bargaining Unit: California School Employees Association (CSEA) Santa Rosa Chapter

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 2025-26 Third Interim)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 3,573,401	\$ -	\$ -	\$ 3,573,401
Remaining Revenues (8100-8799)	\$ 49,770,830	\$ -	\$ -	\$ 49,770,830
TOTAL REVENUES	\$ 53,344,231	\$ -	\$ -	\$ 53,344,231
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 25,995,443	\$ -	\$ -	\$ 25,995,443
Classified Salaries (2000-2999)	\$ 11,505,237	\$ -	\$ -	\$ 11,505,237
Employee Benefits (3000-3999)	\$ 23,722,254	\$ -	\$ -	\$ 23,722,254
Books and Supplies (4000-4999)	\$ 5,913,784		\$ -	\$ 5,913,784
Services, Other Operating Expenses (5000-5999)	\$ 40,361,544	\$ -	\$ -	\$ 40,361,544
Capital Outlay (6000-6599)	\$ 565,710	\$ -	\$ -	\$ 565,710
Other Outgo (7100-7299) (7400-7499)	\$ 32,431	\$ -	\$ -	\$ 32,431
Direct Support/Indirect Cost (7300-7399)	\$ 716,489	\$ -	\$ -	\$ 716,489
Other Adjustments				
TOTAL EXPENDITURES	\$ 108,812,892	\$ -	\$ -	\$ 108,812,892
OPERATING SURPLUS (DEFICIT)	\$ (55,468,661)	\$ -	\$ -	\$ (55,468,661)
Transfers In and Other Sources (8910-8979)	\$ 5,400,000	\$ -	\$ -	\$ 5,400,000
Transfers Out and Other Uses (7610-7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ 43,816,607	\$ -	\$ -	\$ 43,816,607
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (6,252,054)	*	\$ -	\$ (6,252,054)
BEGINNING BALANCE	\$ 15,114,991			\$ 15,114,991
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 8,862,938	\$ -	\$ -	\$ 8,862,938
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$ 8,862,938	\$ -	\$ -	\$ 8,862,938
Reserved for Economic Uncertainties (9770)	\$ -	\$ -	\$ -	\$ -
Designated Amounts (9775-9780)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amount (9790)	\$ -	\$ -	\$ -	\$ -

* Please see question on page 7.

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H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Combined General Fund**

Bargaining Unit: ifornia School Employees Association (CSEA) Santa Rosa Chapter

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 2025-26 Third Interim)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 175,749,683	\$ -	\$ -	\$ 175,749,683
Remaining Revenues (8100-8799)	\$ 65,466,788	\$ -	\$ -	\$ 65,466,788
TOTAL REVENUES	\$ 241,216,471	\$ -	\$ -	\$ 241,216,471
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 92,618,566	\$ -	\$ -	\$ 92,618,566
Classified Salaries (2000-2999)	\$ 32,822,626	\$ -	\$ -	\$ 32,822,626
Employee Benefits (3000-3999)	\$ 57,037,007	\$ -	\$ -	\$ 57,037,007
Books and Supplies (4000-4999)	\$ 7,290,561	\$ -	\$ -	\$ 7,290,561
Services, Other Operating Expenses (5000-5999)	\$ 62,361,492	\$ -	\$ -	\$ 62,361,492
Capital Outlay (6000-6599)	\$ 580,164	\$ -	\$ -	\$ 580,164
Other Outgo (7100-7299) (7400-7499)	\$ 115,843	\$ -	\$ -	\$ 115,843
Direct Support/Indirect Cost (7300-7399)	\$ (1,466,380)	\$ -	\$ -	\$ (1,466,380)
Other Adjustments				
TOTAL EXPENDITURES	\$ 251,359,879	\$ -	\$ -	\$ 251,359,879
OPERATING SURPLUS (DEFICIT)	\$ (10,143,408)	\$ -	\$ -	\$ (10,143,408)
Transfer In and Other Sources (8910-8979)	\$ 5,900,000	\$ -	\$ -	\$ 5,900,000
Transfers Out and Other Uses (7610-7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (4,243,408)	*	\$ -	\$ (4,243,408)
BEGINNING BALANCE	\$ 14,004,247			\$ 14,004,247
Prior-Year Adjustments/Restatements (9793/9795)	\$ 1,885,862			\$ 1,885,862
CURRENT-YEAR ENDING BALANCE	\$ 11,646,700	\$ -	\$ -	\$ 11,646,700
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$ 8,862,938	\$ -	\$ -	\$ 8,862,938
Reserved for Economic Uncertainties (9770)	\$ 2,783,763	\$ -	\$ -	\$ 2,783,763
Designated Amounts (9775-9780)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amount - Unrestricted (9790)	\$ (0)	\$ -	\$ -	\$ (0)
Unappropriated Amount - Restricted (9790)	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties Percentage	1.11%			1.11%

* Please see question on page 7.

Santa Rosa City Schools

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Combined General Fund

Bargaining Unit: rnia School Employees Association (CSEA) Santa Rosa Char

	Current Year	Year 2	Year 3
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Revenue Limit Sources (8010-8099)	\$ 175,749,683	\$ 180,754,616	\$ 182,387,342
Remaining Revenues (8100-8799)	\$ 65,466,788	\$ 58,084,745	\$ 58,443,417
TOTAL REVENUES	\$ 241,216,471	\$ 238,839,361	\$ 240,830,759
EXPENDITURES			
Certificated Salaries (1000-1999)	\$ 92,618,566	\$ 85,459,979	\$ 85,586,254
Classified Salaries (2000-2999)	\$ 32,822,626	\$ 30,721,164	\$ 31,128,897
Employee Benefits (3000-3999)	\$ 57,037,007	\$ 54,602,600	\$ 54,796,564
Books and Supplies (4000-4999)	\$ 7,290,561	\$ 5,267,783	\$ 5,028,764
Services, Other Operating Expenses (5000-5999)	\$ 62,361,492	\$ 63,143,739	\$ 64,595,627
Capital Outlay (6000-6999)	\$ 580,164	\$ 1,048,485	\$ 362,054
Other Outgo (7100-7299) (7400-7499)	\$ 115,843	\$ 115,843	\$ 115,843
Direct Support/Indirect Cost (7300-7399)	\$ (1,466,380)	\$ (1,462,795)	\$ (1,462,795)
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 251,359,879	\$ 238,896,798	\$ 240,151,208
OPERATING SURPLUS (DEFICIT)	\$ (10,143,408)	\$ (57,437)	\$ 679,551
Transfers In and Other Sources (8910-8979)	\$ 5,900,000	\$ 920,313	\$ 920,313
Transfers Out and Other Uses (7610-7699)	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (4,243,408)	\$ 862,875	\$ 1,599,864
BEGINNING BALANCE	\$ 14,004,247	\$ 13,532,562	\$ 14,395,438
CURRENT-YEAR ENDING BALANCE	\$ 11,646,700	\$ 14,395,438	\$ 15,995,302
COMPONENTS OF ENDING BALANCE:			
Reserved Amounts (9711-9740)	\$ 8,862,938	\$ 6,448,507	\$ 5,438,152
Reserved for Economic Uncertainties - Unrestricted (9770)	\$ 2,783,763	\$ 6,518,386	\$ 6,547,601
Reserved for Economic Uncertainties - Restricted (9770)	\$ -	\$ -	\$ -
Board Designated Amounts - Unrestricted (9775-9780)	\$ -	\$ -	\$ -
Board Designated Amounts - Restricted (9775-9780)	\$ -	\$ -	\$ -
Unappropriated Amounts - Unrestricted (9790)	\$ (0)	\$ 1,428,545	\$ 4,009,549
Unappropriated Amounts - Restricted (9790)	\$ -	\$ (0)	\$ (0)

WARNING: 9790 entries must be positive

J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		Current Year	Year 2	Year 3
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 251,359,879	\$ 238,896,798	\$ 240,151,208
b.	State Standard Minimum Reserve Percentage for this District Enter percentage:	3.00%	3.00%	3.00%
c.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b. or \$50,000)	\$ 7,540,796	\$ 7,166,904	\$ 7,204,536

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9770)	\$ 2,783,763	\$ 6,518,386	\$ 6,547,601
b.	General Fund Budgeted Unrestricted Unappropriated Amount (9790)	\$ (0)	\$ 1,428,545	\$ 4,009,549
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9770)	\$ -	\$ -	\$ -
d.	Special Reserve Fund (Fund 17) Budgeted Unappropriated Amount (9790)	\$ -	\$ -	\$ -
e.	Total Available Reserves	\$ 2,783,763	\$ 7,946,931	\$ 10,557,150
f.	Reserve for Economic Uncertainties Percentage	1.11%	3.33%	4.40%

3. Do unrestricted reserves meet the state minimum reserve amount?

Current Year	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
Year 2	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Year 3	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

4. If no, how do you plan to restore your reserves?

5. If the total amount of the adjustment in Column 2 on Page 4 does not agree with the amount of the Total Compensation Increase in Section A, Line 5 on Page 1 (i.e., increase was partially budgeted), explain the variance below:

They do agree and there is no variance.

6. Please include any additional comments and explanations of Page 4 as necessary:

Santa Rosa City Schools

L. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF THE COLLECTIVE BARGAINING AGREEMENT

This disclosure document is intended to assist the district's Governing Board in determining whether the district can meet the costs incurred under the tentative Collective Bargaining Agreement in the current and subsequent years. This certification page should be signed by the Superintendent and Chief Business Official at the time of public disclosure. The absence of one or both of the signatures should serve as a "red flag" to the district's Governing Board.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Official of the Santa Rosa City Schools District, hereby certify that the District can meet the costs incurred under this Collective Bargaining Agreement during the term of the agreement from July 1, 2026 to June 30, 2027.

Board Actions

The board actions necessary to meet the cost of the agreement in each year of its term are as follows:

Current Year

Budget Adjustment Categories:

Revenues/Other Financing Sources
 Expenditures/Other Financing Uses
 Ending Balance(s) Increase (Decrease)

Budget Adjustment Increase/(Decrease)	
\$	-
\$	-
\$	-

Subsequent Years

Budget Adjustment Categories:

Revenues/Other Financing Sources
 Expenditures/Other Financing Uses
 Ending Balance(s) Increase (Decrease)

Budget Adjustment Increase/(Decrease)	
\$	-
\$	-
\$	-

Budget Revisions

If the district does not adopt all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified or negative certification for the district on its next interim report.

Assumptions

See attached page for a list of the assumptions upon which this certification is based.

Certifications

I hereby certify I am unable to certify

_____ **District Superintendent**
 (Signature)

_____ **Date**

I hereby certify I am unable to certify

_____ **Chief Business Official**
 (Signature)

_____ **Date**

Special Note: The Sonoma County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

Assumptions

The assumptions upon which this certification is made are as follows:

1) MOU #3 Item 1: Frozen Vacation Balance Payout Differential:

Assume average difference in rates of \$3.32/hr at 663 hours for earnings of \$2,202 with statutory benefits at 36.17% for benefit cost of \$797 for a total cost of \$2,999.

2) MOU #3 Item 2: Laid-Off Employees Health Coverage through September 30, 2026:

Assume 19.875 FTE and an average cost of health coverage for 3 months per FTE \$2,650 for a total cost of \$52,663.

3) MOU #3 Item 2: Reduced Hours Employees Health Coverage Benefit Maintenance through September 30, 2026:

Assume 5.446 FTE change from previous FTE to new FTE and an average cost of health coverage for 3 months per FTE \$2,650 for a total cost of \$14,430.

4) MOU #3: Item 9 Top-Step Placement for Demotions/Laterals:

Assume average difference in rates of \$4.31/hr at 8,161 hours for earnings of \$35,172 with statutory benefits at 36.17% for benefits cost of \$12,722 for a total cost of \$47,893.

5) MOU #3 Item 13: Uncontested Unemployment Insurance Claims:

Assume a projected 17 employees will file uncontested claims covering roughly 7.8 weeks of benefits at the max CA rate of \$450 using a budget placeholder of \$3,500 per employee with a single-fiscal-year operational exposure of approximately \$60,051.

6) MOU #4: pool of at least one hundred (100) hours of additional worktime:

Assume a conservative average hourly rate of \$32/hr at 100 hours for earnings of \$3,200 with statutory benefits at 36.17% for benefit cost of \$1,157 for a total cost of \$4,357. □

Concerns regarding affordability of agreement in subsequent years (if any):

M. CERTIFICATION NO. 2

The disclosure document must be signed by the district Superintendent or designee at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Section 3547.5.

District Superintendent (or Designee)
(Signature)

Date

Contact Person

Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on June 24, 2026, took action to approve the proposed Agreement with the California School Employees Association (CSEA) Santa Rosa Chapter 75 Bargaining Unit.

President (or Clerk), Governing Board
(Signature)

Date

Special Note: The Sonoma County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.