

**MEMORANDUM OF UNDERSTANDING BETWEEN  
SANTA ROSA CITY SCHOOLS  
AND  
THE SANTA ROSA TEACHERS ASSOCIATION  
Individual Graduation Plans (IGP) 3.0**

This Agreement was made and entered into this day **October 6, 2022**, by and between Santa Rosa City Schools ("District") and Santa Rosa Teachers Association ("Association").

1. Santa Rosa City School and Santa Rosa Teachers Association enter this Memorandum of Understanding regarding issues related to the COVID-19 Pandemic:
  - a. The parties recognize that in order for High School Counselors to provide immediate and timely individual support to seniors who are in need of support and intervention due to academic and/or emotional wellbeing, focused time is critical to meet the need.
  - b. The District shall provide High School Counselors with five (5) per diem days each to process 25 Individual Graduation Plans (IGP), prioritized by grades and in conjunction with preapproval between Administrators and High School Counselors. If more than 25 kids on a caseload qualify for IGP 3.0, the counselor will be paid 1 hour on the extended day rate for every student over.
  - c. Additional IGP's shall be identified based on a set criterion and in conjunction with preapproval between Administrators and High School Counselors.

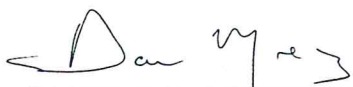
This MOU is addressing the change in working conditions for members due to the COVID-19 pandemic and is subject to Article 4, Grievance Procedure of the District and Association Collective Bargaining Agreement and shall expire in full without precedent on June 30, 2023.

Dated: October 6, 2022


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For the Association:

For the District:



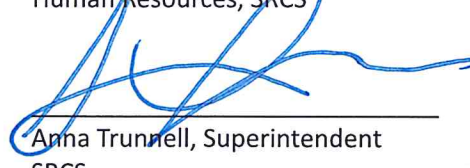
Ian Myers, Chief Negotiator  
SRTA



Kathryn Howell, President  
SRTA



Michael C. Shepherd, Assistant Superintendent  
Human Resources, SRCS



Anna Trunnell, Superintendent  
SRCS

**Supporting members of the SRTA Association and District negotiating teams:**

SRTA Negotiating Team

Ashley Bell  
Alma Conde  
Kristine Erken  
Danita Haynes  
Hannah Hofman  
Tara Lyon

SRCS Negotiating Team

Dr. Roderick Castro  
Kelley Dillon  
Dr. Kimberly Clissold  
Steve Mizera  
Amber Williams  
Tim Zalunardo  
Dr. Vicki Zands

Ratified by SRTA: \_\_\_\_\_ Approved by the Board: \_\_\_\_\_