

MEMORANDUM OF UNDERSTANDING BETWEEN SANTA ROSA CITY SCHOOLS
AND
THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS CHAPTER 75
Recruitment and Retention Signing Bonus

This Agreement was made and entered into this day, **June 29, 2023**, by and between Santa Rosa City Schools ("District") and California School Employees Association and its Chapter 75 ("Association") collectively referred to as the ("Parties") regarding issues related to attracting and retaining new classified employees.

The Parties agree to pay a one-time \$1,000.00 recruitment and retention signing bonus to employees upon successful completion of the initial hiring process. Upon successful completion of the hiring process, \$500.00 will be paid on the next available supplemental pay date after the employee's initial start date. The remaining \$500.00 will be paid on the June supplemental pay date. This MOU shall expire in full without precedent on June 30, 2024, unless extended by mutual written agreement.

Date: June 29, 2023

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For the Association:

For the District:

Mary Lehman

Mary Lehman, CSEA 75 President

Michael Shepherd

Michael Shepherd, Assistant Superintendent, SRCS

Tammy Affonso
Tammy Affonso, CSEA 75 Negotiator

Lisa Cavin

Lisa Cavin, Associate Superintendent, SRCS

Joseph Gomez
Joseph Gomez, CSEA Labor Rep

Anna Trunnell
Anna Trunnell, Superintendent, SRCS

Ratified by CSEA 75: _____ Approved by the Board: _____