

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
SANTA ROSA CITY SCHOOLS  
AND  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS SANTA ROSA CHAPTER 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”) in order to establish the Student Safety Advisor classification in the classified bargaining unit.

1. Effective July 1, 2024, the Student Safety Advisor classification shall be established in the classified bargaining unit under the attached job description. The Student Safety Advisor shall be assigned to Range 24 of the classified salary schedule.
2. Individual bargaining unit members in the Student Advisor and/or Campus Supervisor classifications may elect to reclassify to Student Safety Advisor or remain in their current position under their existing job description. Members who elect to reclassify to Student Safety Advisor under this agreement shall retain their existing seniority dates from their Student Advisor and/or Campus Supervisor classification.
3. Members who elect to reclassify to Student Safety Advisor under this agreement shall be placed on the step in their new range that provides, in dollars and cents, at least a 10% increase over their current rate of pay.
4. No later than ten (10) business days after this agreement is ratified by the parties, the District shall communicate in writing to all Student Advisors and Campus Supervisors soliciting their written election to either reclassify to Student Safety Advisor or to remain in their current position. Student Advisors and Campus Supervisors shall have until June 1, 2024 to communicate their decision in writing to the District. Bargaining unit members who fail to communicate their decision in writing prior to June 1, 2024 shall remain in their current position.
5. No bargaining unit member shall be in any way reprimanded, disciplined, or retaliated against for choosing to reclassify to Student Safety Advisor or to remain in their current position.

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

For the District:

For CSEA:

*Vicki Zands* 3/11/24

Dr. Vicki Zands, Assistant Superintendent Date

*Mary Lehman* 3/11/24

Mary Lehman, Chapter President Date

*Tammy Affonso* 3/11/24

Tammy Affonso, Chief Negotiator Date

*Jeremy Arnold* 3/11/24

Jeremy Arnold, Labor Relations Rep. Date