

**MEMORANDUM OF UNDERSTANDING BETWEEN
SANTA ROSA CITY SCHOOLS
AND
THE SANTA ROSA TEACHERS ASSOCIATION
Counselors' Waiver Workload**

This Agreement was made and entered into this day **May 20, 2024**, 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 regarding issues related to waivers provided to high school students in order to graduate and the additional workload on high school counselors.

1. Compensation:

Counselors: 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.

The District shall provide High School Counselors with five (5) per diem days each, retroactively, for processing Math and LOTE Waivers approved by the school board on December 20, 2023.

2. If graduation requirements are added or amended during the 2024/25 school year that require additional meetings and workload to process, counselors will be compensated at the same rate as noted in number 1 above.

This MOU is addressing the change in working conditions for members due to the mid-school year change to board policy 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, 2025.

The association and the District agree that this Memorandum of Understanding shall not constitute a precedent in any grievance proceeding, claim, or litigation raising the same or similar issues.

Dated: _____

Dated: _____

For the Association:

For the District:

Supporting members of the SRTA Association and District negotiating teams:

SRTA Negotiating Team

Kristine Erken
Edward Vulpe
Ian Myers
Kathryn Howell

Ratified by SRTA: _____

SRCS Negotiating Team

Dr. Roderick Castro
Stephen Mizera
Sydney Smith
Dr. Vicki Zands

Approved by the Board: _____