



## Human Resources Department

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Whereas, on May 23, 2024, the Public Employment Relations Board (PERB), after review of the proof of support submitted by Teamsters Local 665 (Local 665) for a unit of Head Custodians, issued its administrative determination that the support was sufficient to meet the requirements of PERB Regulation 33050; and

Whereas, effective June 7, 2024, the Santa Rosa City Schools (District) Board of Education authorized District recognition of Local 665 as the exclusive representative for purposes of meeting and negotiating with the District, of a bargaining unit including employees in the classifications of Head Custodian IV and Head Custodian V, and excluding all other employees.

Now therefore, the District, consistent with Government Code 3547, makes public its initial proposals for a first collective bargaining agreement with Local 665.

The District will propose in negotiations with Local 665 terms and conditions of employment to be memorialized in a collective bargaining agreement that prioritize fairness, fiscal prudence, consistency with law and practice, and other well-recognized standards governing collective bargaining in the California public schools. The subjects to be negotiated include the following:

1. Recognition
2. Association Rights
3. District Rights
4. Grievance Procedure
5. Organizational Security
6. Hours and Overtime
7. Evaluation Procedures
8. Transfer and Assignment
9. Safety
10. Leaves, including but not limited to sick leave and vacation
11. Holidays
12. Compensation
13. Fringe Benefits
14. Pay and Allowances
15. Contracting
16. Layoff
17. Miscellaneous Provisions including Savings and Duration

The District looks forward to productive negotiations with Local 665 in the common interests of management, bargaining unit employees, students, and the school community.