

MEMORANDUM OF UNDERSTANDING
BETWEEN
SANTA ROSA CITY SCHOOLS
AND
THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS CHAPTER 75

Special Education Assistants - Initial Step Placement

This Agreement was made and entered into this day, **May 13, 2022**, by and between Santa Rosa City Schools ("District") and California School Employees Association and its Chapter 75 ("CSEA").

BACKGROUND

The District has notified CSEA that it has many vacancies in the Special Education Assistant job classification that it wishes to fill as expeditiously as possible. The District has also notified CSEA that the Sonoma County Office of Education (SCOE) has recently laid off employees who are qualified for Special Education Assistant positions at the District. CSEA and the District recognize that the starting rate of pay for Special Education Assistants at the District is lower than the rate of pay that the laid-off SCOE employees were earning upon layoff, as such, the parties have agreed, as follows, to attract laid-off SCOE employees.

AGREEMENT

- 1) CSEA and the District agree that, beginning on the date that this Agreement is final and binding, and ending on August 30, 2022, the District may place newly hired Special Education Assistants, who are former SCOE employees, at any Step of the CSEA salary schedule, up to Step 6, at the discretion of the District.
- 2) This Agreement shall supersede Article 14, Section 14.1.1 of the collective bargaining agreement but shall only apply to newly hired Special Education Assistants who are former SCOE employees and who are hired between the date of this agreement and August 30, 2022.
- 3) This Agreement shall expire on **August 30, 2022**, unless it is extended through mutual agreement by CSEA and the District.

Date: 5-13-22

For CSEA:

Mary Lehman
Mary Lehman, CSEA 75 President

Tammy Affonso
Tammy Affonso, CSEA 75 Negotiator

Hannah Friend
Hannah Friend, CSEA Labor Rep

For the District:

Michael Shepherd
Michael Shepherd, Assistant Superintendent

Rick Edson
Rick Edson, Deputy Superintendent

Anna Trunnell
Anna Trunnell, Superintendent, SRCS