



SRCS / SRTA Negotiations Update

Negotiations Public Update:

January 25, 2024

Santa Rosa City Schools (SRCS) and the Santa Rosa Teachers Association (SRTA) convened today for another productive negotiations session. The primary focus of today's discussions centered around safe working conditions and compensation for certificated staff.

During the meeting, the district presented its updated proposal on safety measures, reflecting our ongoing commitment to creating a secure and conducive learning environment for both students and educators. We appreciate the collaborative efforts undertaken by both parties to address these concerns and ensure the well-being of everyone in the Santa Rosa educational community.

In addition to the safety discussions, the district shared its comprehensive proposal on salary and benefits. We believe that fair compensation is essential in recognizing the dedication and hard work of our esteemed educators. Therefore, we proposed the following adjustments to the annual salary schedule:

2024-2025: An ongoing increase of \$4,000 for each full-time employee.

2025-2026: A 3% salary increase.

2026-2027: An additional 3% salary increase.

In addition to the proposed adjustments in compensation, the district also presented a comprehensive update to the benefits package. These enhancements aim to provide our educators with a more robust and supportive set of benefits, aligning with our commitment to the overall well-being of our staff.

For a detailed breakdown of the proposed compensation and benefits adjustments, please refer to the chart provided below:

SRCS Salary Increase Proposal

Year & Salary Range	Proposed		Current Salary		Total Annual Increase	
	Annual	Daily	Annual	Daily	Amount	Percentage
2024/2025						
Beginning (Class I Step 1)	\$73,401.00	\$396.76	\$69,401.00	\$375.14	\$4,000.00	5.76%
Middle (Class IV Step 10)	\$92,072.00	\$497.69	\$88,072.00	\$476.06	\$4,000.00	4.54%
Highest (Class VIII Step 25)	\$117,261.00	\$633.84	\$113,261.00	\$612.22	\$4,000.00	3.53%
2025/2026						
Beginning (Class I Step 1)	\$75,603.03	\$408.67	\$69,401.00	\$375.14	\$6,202.03	3%
Middle (Class IV Step 10)	\$94,834.16	\$512.62	\$88,072.00	\$476.06	\$6,762.16	3%
Highest (Class VIII Step 25)	\$120,778.83	\$652.86	\$113,261.00	\$612.22	\$7,517.83	3%
2026/2027						
Beginning (Class I Step 1)	\$77,871.12	\$420.92	\$69,401.00	\$375.14	\$8,470.12	3%
Middle (Class IV Step 10)	\$97,679.18	\$528.00	\$88,072.00	\$476.06	\$9,607.18	3%
Highest (Class VIII Step 25)	\$124,402.19	\$672.44	\$113,261.00	\$612.22	\$11,141.19	3%

SRCS Health & Welfare Benefits Proposal (Annualized)

	Proposed		Current	
	District Share	Employee Share	District Share	Employee Share
Employee Only	\$12,494.52	\$0.00	\$11,800.00	\$694.52
Employee + 1	\$12,256.92	\$12,256.92	\$11,800.00	\$12,713.84
Employee + Family	\$12,747.22	\$19,120.82	\$11,800.00	\$20,068.04

We understand the importance of providing competitive and equitable compensation and benefits packages to our valued teaching staff, and these proposed adjustments reflect our commitment to attracting and retaining top-tier talent within Santa Rosa City Schools.

The next negotiations meeting is scheduled for Thursday, February 1, where we anticipate further constructive discussions. We remain open to dialogue and collaboration, aiming to reach an agreement that ultimately benefits our students and families.

Sincerely,

Dr. Vicki Zands

Assistant Superintendent
Human Resources | Lead Negotiator

Anna Trunnell

Superintendent

Lisa August

Associate Superintendent
Business Services

Dr. Roderick Castro

Assistant Superintendent
Educational Services

Steve Mizera

Executive Director
Special Services

Alisa Haley

Director
Educational Services

Eduwiges Llamas

Director
Educational Services

Sydney Smith

Director
Human Resources

Dr. Jeanine Wilson

Principal
Abraham Lincoln Elem.

Aida Diaz

Principal
Cesar Chavez Language Academy

Dr. Mark Ryan

Principal
Santa Rosa High School