



SRCS / SRTA Negotiations Update

Negotiations Public Update:

February 5, 2024

Santa Rosa City Schools (SRCS) and the Santa Rosa Teachers Association (SRTA) met on Thursday, February 1, for another negotiations session. The continued focus of the discussions included work year conditions, safety, and compensation for certificated staff.

During the meeting, the district presented its updated proposal on work year conditions, including proposals for the professional work day, instructional minutes, and professional development. SRTA presented its updated proposal on safety conditions and compensation.

Their proposal on compensation included the following adjustments to the annual salary schedule and annual benefits package:

Salary Schedule:

- 2024-2025: An ongoing increase of \$6,000 for each full-time employee
- 2025-2026: A 4% salary increase or COLA, whichever is higher
- 2026-2027: An additional 4% salary increase or COLA, whichever is higher

Benefits package 2024/25:

- 100% coverage for an individual SRTA employee at the Kaiser rate
- 65% coverage for an SRTA employee + 1 at the Kaiser rate
- 55% coverage for an SRTA employee + family at the Kaiser rate

Benefits package 2025/26:

- 100% coverage for an individual SRTA employee at the Kaiser rate
- 67% coverage for an SRTA employee + 1 at the Kaiser rate
- 57% coverage for an SRTA employee + family at the Kaiser rate

Benefits package 2026/27:

- 100% coverage for an individual SRTA employee at the Kaiser rate
- 69% coverage for an SRTA employee + 1 at the Kaiser rate
- 59% coverage for an SRTA employee + family at the Kaiser rate

We will be working on the cost analysis of this proposal before our next scheduled negotiations meeting.

We appreciate the collaborative efforts undertaken by both parties to address mutual interests and ensure the well-being of everyone in the Santa Rosa educational community.

The next negotiations meeting is scheduled for Thursday, February 22, 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

Dr. Roderick Castro

Assistant Superintendent
Educational Services

Eduwiges Llamas

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