



Dr. Vicki Zands
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MEMORANDUM

DATE: December 13, 2023

TO: Santa Rosa Teachers Association (SRTA)
Kathryn Howell, President
Ian Myers, Chief Negotiator

FROM: Dr. Vicki Zands, Assistant Superintendent, Human Resources

SUBJECT: Santa Rosa City Schools Initial Contract Openers for Negotiations with SRTA

This letter serves as formal notice that the Santa Rosa City Schools (SRCS) District proposes to reopen the following contract articles with the Santa Rosa Teachers Association (SRTA) during negotiations this school year.

Therefore, SRCS opens with:

- **Article 6 Hours and Days of Employment** (specifically, but not limited to, professional workday, bell schedules, adjunct duty, common planning time, and early release time)
- **Article 8 Safety Conditions** (specifically, but not limited to, classroom suspensions)
- **Article 9 Evaluation Procedure** (specifically, but not limited to, evaluation cycles and timelines)
- **Article 11 Leave of Absence Provisions** (specifically, but not limited to, Bonus days, Professional Development Days, Catastrophic Leave Bank and Disaster Leave Bank, permissive leaves, and substitute hours and pay)
- **Article 13 Transfers and Reassignments** (specifically, but not limited to, assignments, reassignments, and transfer process)
- **Article 16 Compensation** (specifically, but not limited to, salary schedules including Athletic Directors, department chairs, credentials and certificates that authorize particular kinds of services/instruction, and benefits for all bargaining unit members)
- Partnering with SRTA to review, clarify, and make any necessary minor adjustments to any articles and sections within the collective bargaining agreement.

SRCS has a shared interest in recruiting and retaining highly effective educators who are competitively compensated. We are looking forward to working collaboratively with SRTA to continue to provide a quality education focused on success for all students.

Sincerely,

Dr. Vicki Zands, Lead Negotiator

Cc: Board of Education, Santa Rosa City Schools
Anna Trunnell, Superintendent