



*Our Students Deserve  
the Best*

Date: November 8, 2023

To: The Governing Board  
Santa Rosa City Schools

From: Santa Rosa Teachers Association/CTA/NEA

RE: Association's Notice of Intent to Seek Improvements

The Santa Rosa Teachers Association/CTA/NEA ("SRTA") hereby notices its intent to seek improvements in the learning conditions for Santa Rosa students, and in the working conditions, wages, and health and welfare benefits for Certificated Educators as follows:

Our students deserve the best educational professionals. Yet, according to the most recent data from the California Department of Education, from the 2021-22 school year, SRCS educators earned on average nearly \$3,000 below state average certificated pay. When considering health benefits as well, this number approximates \$15,000 below the state average in total compensation. This inequity has led to widespread staff turnover and puts Santa Rosa City Schools in a position that makes it extraordinarily difficult to attract and retain the best and most highly educated professionals. According to data published by Santa Rosa City Schools, 40% of our educators are leaving our district before year five. Our total compensation is below state average, and the cost of living in Santa Rosa is far above state average. Educators are struggling with the highest inflation, cost of living, and health care cost increases in decades, and SRCS is simply not in a position to be competitive with other school districts. SRTA proposes significant improvements in the areas of compensation and health benefits (Article 16).

Our students deserve the best educational experience. Dollars should be spent as close to our students as possible; spend today's money on today's kids, in today's classrooms:

- Our students deserve curriculum and supplies that will maximize access to learning. Our students deserve equal and equitable opportunities to take full advantage of their education. (Article 7)
- Our students deserve educators at their best. This includes provisions for educators such as enhanced leave rights and increased ability to care for new families. (Article 11)
- Because our students deserve the best, including the right to consistent teaching, SRTA requests improvements and clarity regarding involuntary transfers, reassignments, job sharing and evaluations. (Article 9, 12 & 13)
- SRTA proposes to partner with SRCS in affecting minor changes to language, contract maintenance and other modifications designed to clarify existing agreements throughout the contract. (All articles, sections, and appendices)
- Because student participation increases academic success, our students deserve the best extra curricular opportunities. (Appendix G, H, I)

Safety is an essential precursor to learning. Our students deserve both the safest and best learning environments. A truly safe school setting must extend beyond freedom from danger to include freedom from fear of danger, which inhibits both teaching and learning as well as participation in school and community activities. Because our working conditions are also our students' learning conditions, SRCS must address overpopulated classrooms and lack of preparation time, in turn placing greater value on the relationships between students and their educational professionals. SRTA demands an equal voice to address these safety concerns that are adversely affecting learning environments. These factors prevent relationship building between students and educators which lead to compromised quality of instruction, and ultimately sacrifice the safety of the learning ecosystem. (Articles 6, 8 and 14)

Sincerely,

Kathryn Howell, SRTA President  
 Ian Myers, Chief Negotiator  
 Alma Conde, Negotiator  
 Danita Haynes, Negotiator  
 Tara Lyon, Negotiator  
 Hannah Hofmann, Negotiator  
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