

TENTATIVE AGREEMENT
between the
SANTA ROSA CITY SCHOOLS
and
SANTA ROSA TEACHERS ASSOCIATION

This Tentative Agreement is entered into this September 6, 2017, by and between Santa Rosa City Schools and Santa Rosa Teachers Association (collectively, the "Parties"). The Parties have tentatively agreed to the following collective bargaining terms:

Term:

Three year term, effective July 1, 2016 through June 30, 2019.

SRTA reserves the right to reopen healthcare to review benefits plans for 2018-2019.

Article 6: Hours and Days of Employment

2017-2018:

Incorporate the March 26, 2016 Adjunct Duty MOU, previously agreed to by the District and SRTA, into Article 6 of the collective bargaining agreement. The parties agree to reopen the MOU during the term of this agreement.

A total of three professional development days which is equivalent to an approximate 1.62% increase. (186 teacher work days.) For June 4, 2018, the Labor Management Collaborative ("LMC") will work together to identify operational issues related to attendance and use of personal necessity leave, within thirty (30) days of full ratification of the Agreement.

2018-2019:

Continuation of three professional development days.

Article 14: Class Size

Special Education: The District and the SRTA will form a joint committee (three members from each side) to review Special Education class sizes and caseloads and make recommendations to the successor contract's bargaining team by September 1, 2018. We will use the Association's proposal for a template to begin discussions. See attached.

Article 16: Compensation

2016-2017:

Increase of one-half percent (0.5%) off schedule, one time lump sum compensation for 2016-2017.

2017-2018:

Increase of one-half percent (0.5%) on-going compensation increase to all rates and schedules effective July 1, 2017.

The District and the Association shall begin to meet within ninety (90) days of full ratification of the Agreement, to identify operational issues related to the harmonizing of the CBA with moving hourly employees to the salary schedule. The parties shall meet and confer and upon mutual agreement on all operational issues, the hourly employees shall be transitioned to the salary schedule within thirty (30) days of the date of mutual agreement.

Increase in District's contribution to H&W benefit contribution of \$500.00 benefit participant, effective sixty (60) days after full ratification.

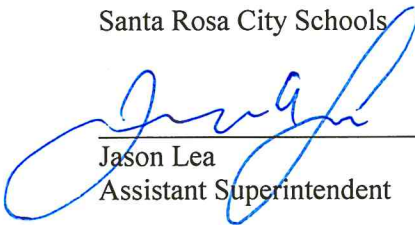
2018-2019:

Increase of one percent (1.0%) on-going compensation increase to all rates and schedules effective July 1, 2018 (which includes 0.5% equivalent for professional development duties within the existing work year and existing work day).

Increase in District's contribution to H&W benefit contribution of \$500.00 benefit participant, effective July 1, 2018.

AGREED

Santa Rosa City Schools



Jason Lea
Assistant Superintendent

Santa Rosa Teachers Association



Kathryn Howell
Lead Negotiator



William Lyon
President

Date

9-6-17

Date

9-6-17