



Santa Rosa

Education Association

Stand United for the Cause

Tentative Agreement

January 30, 2025

1. 3% Overall Improvement to the 23-24 Salary Schedule (see attached SRCSD proposal)
2. Add Veterans Day and Memorial Day as paid Holidays
3. Probationary Period will be 6 months from initial hire date.
4. The following will serve as the framework or an MOU to be crafted by both parties:

In the event a substitute teacher cannot be found for a teacher, the District may then ask a paraprofessional if they wish to be considered as a substitute teacher. The paraprofessional who volunteers or is used during an emergency or is assigned after all other viable options have been exhausted will be paid \$7.75 per hour in addition to their regular salary.

When a paraprofessional is pulled to substitute, he or she will, after working at least 30 minutes receive one (1) hour minimum pay. The ESP will then be paid \$7.75 per hour in addition to his or her regular salary, payable in 30-minute increments. Paraprofessional will be expected to fulfill their regular duties during non-student contact time unless otherwise directed by the school site administrator.

1. Duration will be for the remainder of the 2025 calendar year with a starting April 1, 2025, and will be sunset on December 31, 2025.
2. The maximum amount allocated for this expenditure is \$50,000.00 for this time period.
3. Both parties will consider the incorporation of the language into the collective bargaining agreement during the 25-26 negotiation cycle.

*All raises will be retroactive to July 1, 2024, for all current employees and retirees.

**If additional funds are allocated for employee raises, both parties agree to go back to the table to negotiate the impact to ESP salaries.

T.A.
1/30/25
[Signature]

M. Dipka
1/30/2025

MRA
1/30/2025

T.A.
1/30/25


SRCS D Total Monetary Proposal 24-25

The intent of this monetary proposal is to offer an overall improvement to the 24-25 salary schedule as the basis for salary increases in the Educational Support bargaining unit during the 24-25 fiscal year.

This proposal will also address the increased contributions in salary and benefits either already made or proposed to be made by the Board for SRCDS employees. The offer is as follows:

	<u>24-25 Increase</u>	<u>Percent</u>
ESP Salary Schedule		
Improvement to the 24-25 ESP Salary Schedule	\$ <u>710,989.00</u>	<u>3.00%</u>
Benefit Cost (FRS, FICA, WC)	\$ <u>166,229.00</u>	
Total Cost to SRCSD	\$ <u>877,218.00</u>	