

California School Employees Association  
Santa Rosa City Schools Chapter 75



AFL-CIO

**President**  
**Tammy Affonso**

**Vice President**  
**Betty Garcia**

**Secretary**  
**Rebecca Schroder**

**Treasurer**  
**Sandy Garcia**

**Site Representative**  
**Coordinator**  
**Linda Zabala**

**Pre Retirement**  
**Coordinator**  
**Linda Jacobsson**

**Past President**  
**Renee Clay**

**CSEA 75**  
**Negotiation Team**  
**Tammy Affonso**  
**Jan Flatebo**  
**Jason Andrews**  
**Linda Zabala**  
**Renee Clay**  
**Tim Vincent**

February 14, 2018

Diann Kitamura  
Superintendent  
Santa Rosa City Schools  
211 Ridgway Ave.  
Santa Rosa, Ca 95401

Dear Diann,  
The California School Employees Association and its Santa Rosa City School Chapter 75 wish to commence negotiations in accordance with Article 16.6 of the Collective Bargaining Agreement.

1. TITLE PAGE
  - Strike: November 1, 2015 – October 31, 2018
  - Insert: November 1, 2018 – October 31, 2021
2. ARTICLE 1: RECOGNITION
  - Strike: November 1, 2015
  - Insert: November 1, 2018
3. ARTICLE 2: ASSOCIATION RIGHTS
  - Update to include weekends
4. ARTICLE 11: VACATION SCHEDULING
  - 11.3.1
    - Strike: Requests shall be submitted as early as possible.
    - Insert: If an employee wishes to take more than three (3) consecutive days of vacation, the employee shall file a vacation request with the administrative supervisor at least ten (10) days prior to the day the vacation would commence. The administrator shall approve or deny all requests not later than three (3) days from the date that the employee submitted the request.
5. ARTICLE 13: COMPENSATION
  - 13.1 Overall Wage adjustments
    - 17/18 School Year 1 % Salary increase effective January 1, 2018
    - 18/19 School Year 1.5 % Salary increase effective January 1, 2019
  - 13.2 Fringe Benefits Insurance
    - Effective January 1, 2018 increase the annual Medical Benefits per member enrolled by \$1,400.00 Pro-rated by F.T.E.
    - Effective January 1, 2019 increase the annual Medical Benefits per member enrolled by \$1,400.00 Pro-rated by F.T.E.
  - 13.3 Retirement Incentive Program
    - (b) Remove fifteen (15) insert ten (10)

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5. ARTICLE 14: PAY & ALLOWANCES

- 14.2 Service Recognition
  - Insert: Steps 7, 8, 9, 10
  - Strike: Longevity Step 10
  - Strike: nine (9)
  - Insert: fourteen (14)
  - Strike: fourteen (14) years of service,

6. ARTICLE 15: EMPLOYEE EXPENSES AND MATERIALS

- 15.2: Non-Owned Automobile Insurance
  - Strike: unit member's
  - Insert: District
  - Strike District
  - Insert: unit member's

7. ARTICLE 17: MISCELLANEOUS PROVISIONS

- 17.6 Reopening Negotiations
  - The parties agree to reopen negotiations as follows:
  - 2019/2020 Successor

Respectfully submitted,

Tammy Affonso, President  
Santa Rosa City Schools Chapter 75  
3200 Cherokee Ave.  
Santa Rosa, CA 95401  
707-547-7986