

**Establishing a Minimum Wage for the Santa Rosa City Schools District Equal  
to the City of Santa Rosa Minimum Wage**

**WHEREAS:** California has set a minimum wage to ensure that all workers are paid a wage that allows for a basic standard of living, and numerous local jurisdictions, including the City of Santa Rosa have chosen to set a higher minimum wage to reflect a higher cost of living; and

**WHEREAS:** The California minimum wage is currently \$13.00 per hour for employers with 26 employees or more; and

**WHEREAS:** Research shows that a single wage earner in Santa Rosa needs more than \$15.00 per hour to meet basic needs, this wage would improve the lives of workers and their families, and their increased spending would stimulate the city's economy and provide employers with a more stable and productive workforce; and

**WHEREAS:** The cost of housing in Santa Rosa is one of the highest in the nation as reported in a June 2019 USA TODAY analysis of data from the Bureau of Labor Statistics and Zillow that placed Santa Rosa as the fifth most expensive city in the nation for teachers in rent as a percentage of salary; and

**WHEREAS:** The majority of Santa Rosa City Schools students, families and staff reside in the City of Santa Rosa; and

**WHEREAS:** The City of Santa Rosa passed a Minimum Wage Ordinance which sets the minimum wage for the City of Santa Rosa at \$15.00 per hour for employers with 26 employees or more effective July 1, 2020; and

**WHEREAS:** On January 1, 2021, and annually thereafter, the City of Santa Rosa minimum wage all Employers must pay to Employees will be adjusted on the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for the San Francisco-Oakland-San Jose Consolidated Metropolitan Statistical Area (or its successor index), which is published by the U.S. Department of Labor; and

**WHEREAS:** Beginning in October 2020, and annually thereafter, the City of Santa Rosa will publicize the CPI-W or successor index for that year, as well as the adjusted minimum wage that will apply for all Employers, which shall take effect on January 1 of the ensuing year; and

**WHEREAS:** As an entity of the State, the Santa Rosa City Schools District is not subject to the City of Santa Rosa Minimum Wage Ordinance; and

**WHEREAS:** The City of Santa Rosa Minimum Wage Ordinance does not apply to bargaining units that are represented and the Santa Rosa City Schools district must negotiate wages with represented bargaining units;

**THEREFORE, BE IT RESOLVED:** Effective July 1, 2020, the Board of the Santa Rosa City Schools District establishes as policy, that the Santa Rosa City Schools District, where legally permissible, will set a minimum wage equal to the City of Santa Rosa minimum wage. This shall be reflected in Board Policies 4151, 4251 and 4351 on Employee Compensation;

**THEREFORE, BE IT FURTHER RESOLVED:** The Santa Rosa City Schools District, in order to implement this policy, effective July 1, 2020, shall, where legally permissible, set minimum wages for unrepresented employees that are at least equal to the City of Santa Rosa minimum wage; and

**THEREFORE, BE IT FURTHER RESOLVED:** During the next contract negotiation with each bargaining unit, the Board shall direct its management team to propose that no employee be paid a wage rate less than the minimum wage established by Board policy.

**PASSED, APPROVED, AND ADOPTED** this 26<sup>th</sup> day of February 2020, by the following vote:

**AYES:**            \_\_\_\_\_            **NOES:**            \_\_\_\_\_            **ABSENT:**            \_\_\_\_\_  
**ATTEST:**

Adopted by the Governing Board of Santa Rosa City Schools on 26th day of the month of February in 2020.

\_\_\_\_\_  
Alegría De La Cruz, Clerk of the Board

\_\_\_\_\_  
Date