

AGENDA

EDUCATING EVERY CHILD FOR SUCCESS

Join Virtually via Zoom:

<https://rcsdk8-net.zoom.us/j/89500805026>

Dial-In Numbers: +1 669 444 9171 or +1 669 900 6833 or +1 346 248 7799 or +1 719 359 4580 or +1 253 205 0468 or +1 253 215 8782 or +1 386 347 5053 or +1 507 473 4847 or +1 564 217 2000

Webinar ID: 895 0080 5026

Servicios de Interpretación

Interpretación virtual en español:

Llame al 978-990-5137 y presione 8377041# para la contraseña.

Interpretación en persona en español:

Solicite un transmisor al fondo de la sala.

Public Comment: The Board will limit comments to items on the agenda.

Zoom Attendees:

Public comments may be made live via Zoom. Virtual speaker cards can be submitted during the open session using the links below to notify the Board of your desire to comment:

- Comment in English: <https://forms.gle/TJzXJkkqmjvpJtNu5>
- Comentario en Español: <https://forms.gle/tMxGdhrqu2S6FPxK6>

Remote participants may also use the “Raise Hand” function in Zoom to indicate their desire to speak.

In-Person Speakers:

Speaker Cards are available at the entrance and can be submitted to the secretary.

Public comments are limited to 3 minutes per person per topic unless otherwise noted.

Additional Information

Accessibility: To request disability accommodation (including auxiliary aids or services) or translation services, please contact Evelyn Campos at ecampos@rcsdk8.net at least 48 hours before the meeting.

Meeting Recording: The meeting will be recorded and posted online within 24 to 72 hours.

Online Board Packets: As of March 2011, we no longer produce printed board packets. Any member of the public may access board documents

at: https://simbli.eboardsolutions.com/SB_Meetings/SB_MeetingListing.aspx?S=36030397. If you would like to follow along during the meeting, and you are inside the boardroom, you may utilize our Wi-Fi network: rcsdguest (no password required).

1. Call to Order - 1 min

The Board will call the meeting to order and establish a quorum by roll call.

1. Roll Call

2. Welcome - 2 min

Welcome by the School Board President, David Weekly.

1. Pledge of Allegiance

3. Changes to the Agenda - 1 min

The School Board will review and discuss any requested additions, deletions, or modifications to the agenda prior to its adoption.

4. Approval of the Agenda (Action Required) - 1 min

Motion to approve the agenda as submitted or amended.

5. Public Comment

The Board will limit comments to the Study Session item.

Zoom Attendees: If you have a public comment, please submit a speaker's card using the links available, prior to the Board Study Session Meeting or immediately upon the meeting opening. Remote participants may also use the "Raise Hand" function in Zoom to indicate their desire to speak.

Comment in English: <https://forms.gle/TJzXJkkqmjvpJtNu5>

Comentario en Español: <https://forms.gle/tMxGdhrqu2S6FPxK6>

In-Person Speakers: Speaker cards are available at the entrance and can be submitted to the secretary.

6. School/Community Reports - 2 hrs

1. Strategic Resource Alignment Update

This memorandum provides an update on the Strategic Resource Alignment process and presents preliminary budget reduction options for Board discussion. With one-time pandemic-era funding now expired, long-term enrollment decline projected to exceed 1,000 students by 2033–34, and revenues not keeping pace with the growing costs of operations, student services, and employee compensation, RCSD faces structural challenges that require more than short-term adjustments. In response, this process was launched to responsibly align programs and services with a projected smaller organization while prioritizing student learning and well-being. The preliminary options include restructuring the District Office and reducing districtwide services, and limited school-based reductions primarily through attrition, totaling \$6.3 million in projected savings. Board feedback from this Study Session will help inform final recommendations to be presented in February.

I am providing this memorandum to update you on the Strategic Resource Alignment process, presenting preliminary budget reduction options for discussion and direction during this January 13 Board Study Session.

This school year represents a critical planning moment for Redwood City School District (RCSD). With pandemic-era funding now expired and enrollment continuing its long-term decline, the district is facing structural challenges that can no longer be managed through short-term adjustments. Demographic projections indicate a loss of more than 1,000 students by 2033–34, and while RCSD is a community-funded district supported primarily through local property taxes, revenue is not increasing fast enough to keep pace with the growing costs of operations, student services, and employee compensation. Without a stable, ongoing supplemental revenue source, budget reductions have become an annual necessity,

placing continued pressure on the organization.

At the same time, the district continues to operate a scope of programs and services designed for a larger student population, creating a mismatch that requires intentional, long-range planning. In response, I launched the Strategic Resource Alignment process. The purpose is to responsibly align staffing, services, and operations with current needs for RCSD to achieve long-term financial sustainability while continuing to prioritize student learning and well-being.

Process to Date

I convened a Strategic Resource Alignment Committee made up of parents, staff, and administrators. The committee's work has unfolded over three meetings:

Meeting #1: Orientation and Context

September 16

This meeting focused on establishing a shared understanding of the district's financial structure, cost drivers, staffing patterns, and the purpose and scope of the committee's work.

Meeting #2: Values, Priorities, and Community Input

October 14

The committee discussed district values and priorities, reviewed additional financial and enrollment data, and reviewed early community input to frame decision-making.

Meeting #3: Exploring Options and Trade-Offs

November 18

The committee discussed trade-offs between programs and class size, and examined preliminary budget reduction scenarios.

In addition to the committee meetings, I have provided updates at each Bayside school in Spanish after every committee meeting and gathered input from families. District staff have also attended English Learner Advisory Committee (ELAC) and District English Learner Advisory Committee (DELAC) meetings to share information and listen to questions from multilingual families.

As requested by the committee during the October meeting, I presented in November preliminary reduction options, explaining that these scenarios are still in development. As part of this work, I shared that I intend to restructure the District Office to streamline operations and align staffing with current needs. I also explained that I could not yet discuss which services may be reduced or eliminated because individual conversations with impacted employees must occur first in private, as required by law and professional standards.

District Office Restructuring and Reduction of Services:

Preliminary discussions include reducing certificated management, classified management, and classified support staff, as well as adjusting several districtwide services. This focuses on streamlining central operations by reducing 5.65 management FTEs along with additional operational efficiencies, and reducing the costs of Special Education contracted services due to students no longer needing the services or leaving the district. These management, service, and operational reductions total \$3,286,150.

School-Based Reductions:

School-site reductions reflect enrollment trends and happen largely through attrition. These adjustments include one site administrator, teacher positions aligned with declining enrollment, guest teacher funding, and TK-8 staffing reviews. This category totals \$3,009,700 in projected savings.

Following this Study Session, I will bring Board feedback to the final Strategic Resource Alignment Committee meeting on January 20. Using committee input and Board direction, I will then present final recommendations to the Board in February.

\$6.3 million in projected savings.

Prepared by: John R. Baker, Ed.D., Superintendent

Approved by: John R. Baker, Ed.D., Superintendent

 [_Spreadsheet: Scenario Development_Preliminary Budget Reduction Options - FSP-P1 \(1\)](#)

 [_Board Study Session - RCSD Strategic Resource Alignment](#)

7. Adjournment (Action Required)

Motion to adjourn the meeting.