

SAN MATEO COUNTY
PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

in Accordance with AB 1200 (Chapter 1213/1991), AB 2756 (Statutes of 2004), GC 3547.5, and CCR, Title V, Section 15449

Name of School District: **Redwood City School District (RCSD)**
Name of Bargaining Unit: **Redwood City Teachers Association (RCTA)**
Certificated, Classified, Other: **Certificated**

The proposed agreement covers the period beginning: **July 1, 2025** and ending: **June 30, 2026**
(date) (date)
The Governing Board will act upon this agreement at its meeting on: **June 11, 2025**
(date)

(Note: This form, along with a copy of the proposed agreement, must be submitted to the county office at least ten (10) working days prior to the date the governing board will take action.)

A. Proposed Change in Compensation

Compensation	Annual Cost Prior to Proposed Agreement FY 24-25	Fiscal Impact of Proposed Agreement		
		Year 1 Increase/(Decrease) FY 24-25	Year 2 Increase/(Decrease) FY 25-26	Year 3 Increase/(Decrease) FY 26-27
1 Salary Schedule Increase (Decrease)	\$ 41,629,116	\$ -	\$ 1,186,430	\$ -
		0.0000%	2.8500%	0.0000%
2 Step and Column - Increase (Decrease) Due to movement plus any changes due to settlement	\$ -	\$ -	\$ -	\$ -
		%	%	%
3 Other Compensation - Increase (Decrease) (Stipends, Bonuses, Longevity, overtime, etc.)	\$ 449,375	\$ -	\$ 60,875	\$ -
		0.0000%	13.5466%	0.0000%
Description of other compensation: Stipend for Combo Classes, BCLAD, SDC/RSP, Field Trips, and Summer school				
4 Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicate etc.	\$ 9,703,664	\$ -	\$ 291,165	\$ -
		0.0000%	3.0006%	0.0000%
5 Health/Welfare Plans:	\$ -	\$ -	\$ -	\$ -
		%	%	%
Description of health & welfare plans:				
6 Total Compensation - Increase (Decrease) (Total Lines 1-5)	\$ 51,782,155	\$ -	\$ 1,538,470	\$ -
7 Total Number of Represented Employees (Use FTEs if appropriate)	386.18			
8 Total Compensation Average Cost per Employee	134088.1325	0	3983.815837	0
		0.00%	2.97%	0.00%

9. Please provide summary of negotiated agreement. For example, if the increase in "Year 1" was for less than a full year, what is the annualized percentage of that increase for "Year 1"?

25-26: 2.85% on schedule. Overnight field trip compensation to \$250/night. Stipends for SDC/RSP Teachers, combo class stipend, BCLAD, and Exceptional Circumstances increased by \$250.

10. Were any additional steps, columns, or ranges added to the schedules? (If yes, please explain.)

No.

11. Does this bargaining unit have any recipients of life time benefits? If so, please indicate number of FTE: and health & welfare amounts.

No.

12. A. Does this bargaining unit have a negotiated cap for Health and Welfare benefits? Yes ☒ No ☐
If yes, please describe the cap amount.

A maximum of: (1) cost of the highest priced HMO available in the CalPERS Health Plan toward single party premium in which the employee enrolls; and (2) the cost of the current vision single party premium.

- B. Describe any negotiated changes in non-compensation items (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

Effective August 2026: Additional day of uninterrupted preparation time before the first day of school in the fall. This will be completed by moving the Teacher workday in June to August

Does the negotiated changes in non-compensation items impact the TK-3rd grade average class size requirements for Grade Span Adjustment (GSA)? Yes ☐ No ☒
If yes, please describe the affects and if there's an alternative agreement for the TK-3rd grade average class size in the contract.

- C. Are reduction to budget or program necessary to accommodate the settlement?
Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

The district is currently evaluating all programs and services as we work to reduce deficit spending. Staff and budget reductions, as one-time funding is fully expended and programs/services are aligned with enrollment, will be necessary in subsequent years. Savings from current and future fiscal years will be used to address the cost of the settlement.

- D. What contingency language is included in the proposed agreement? Include specific areas identified reopeners, applicable fiscal years, and specific contingency language.

N/A

- E. Will this agreement create, increase or decrease deficit spending in the current or subsequent year(s)? "Deficit Spending" is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If yes, explain the amounts and justification for doing so.

The settlement increases deficit spending. The compensation increases are necessary to stay competitive for employment purposes in order to hire and retain highly-qualified certificated staff.

- F. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.

N/A

- G. Source of Funding for Proposed Agreement
1. Current Year

N/A

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years (i.e. LCFF, COLA, property taxes, staffing reductions, staffing ratio changes, one-time sources, etc.?)

Sources of funding include general fund balances, expected increase in property tax receipts, budget reductions/savings and transfers in to the unrestricted general fund from Fund 25 (until other cost saving measures are implemented).

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

N/A

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund

Enter Bargaining Unit: **RCTA**

	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of March 2025)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 93,048,561	\$ -	\$ -	\$ 93,048,561
Remaining Revenues (8100-8799)	\$ 7,060,210	\$ -	\$ -	\$ 7,060,210
TOTAL REVENUES	\$ 100,108,771	\$ -	\$ -	\$ 100,108,771
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 40,013,205	\$ -	\$ -	\$ 40,013,205
Classified Salaries (2000-2999)	\$ 14,708,204	\$ -	\$ -	\$ 14,708,204
Employee Benefits (3000-3999)	\$ 22,765,566	\$ -	\$ -	\$ 22,765,566
Books and Supplies (4000-4999)	\$ 1,464,690	\$ -	\$ -	\$ 1,464,690
Services, Other Operating Expenses (5000-5999)	\$ 10,814,570	\$ -	\$ -	\$ 10,814,570
Capital Outlay (6000-6599)		\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ 369,478	\$ -	\$ -	\$ 369,478
Direct Support/Indirect Cost (7300-7399)	\$ (2,994,549)	\$ -	\$ -	\$ (2,994,549)
Other Adjustments				
TOTAL EXPENDITURES	\$ 87,141,164	\$ -	\$ -	\$ 87,141,164
OPERATING SURPLUS (DEFICIT)	\$ 12,967,607	\$ -	\$ -	\$ 12,967,607
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 8,725,000	\$ -	\$ -	\$ 8,725,000
TRANSFERS OUT & OTHER USES (7610-7699)	\$ -	\$ -	\$ -	\$ -
CONTRIBUTIONS (8980-8999)	\$ (26,924,635)	\$ -	\$ -	\$ (26,924,635)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (5,232,028)	\$ -	\$ -	\$ (5,232,028)
BEGINNING BALANCE	\$ 10,020,779			\$ 10,020,779
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 4,788,751	\$ -	\$ -	\$ 4,788,751
COMPONENTS OF ENDING BALANCE:				
Nonspendable (9711-9719)	\$ 80,000	\$ -	\$ -	\$ 80,000
Restricted (9730-9749)	\$ -	\$ -	\$ -	\$ -
Committed (9750-9769)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ -	\$ -	\$ -	\$ -
Unassigned (9789-9790)	\$ 4,708,751	\$ -	\$ -	\$ 4,708,751

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Restricted General Fund

Enter Bargaining Unit:

RCTA

	Column 1 Latest Board-Approved Budget Before Settlement (As of March 2025)	Column 2 Adjustments as a Result of Settlement	Column 3 Other Revisions	Column 4 Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 5,510,918	\$ -	\$ -	\$ 5,510,918
Remaining Revenues (8100-8799)	\$ 28,571,359	\$ -	\$ -	\$ 28,571,359
TOTAL REVENUES	\$ 34,082,277	\$ -	\$ -	\$ 34,082,277
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 13,171,147	\$ -	\$ -	\$ 13,171,147
Classified Salaries (2000-2999)	\$ 12,702,166	\$ -	\$ -	\$ 12,702,166
Employee Benefits (3000-3999)	\$ 14,902,882	\$ -	\$ -	\$ 14,902,882
Books and Supplies (4000-4999)	\$ 2,550,223	\$ -	\$ -	\$ 2,550,223
Services, Other Operating Expenses (5000-5999)	\$ 22,154,160	\$ -	\$ -	\$ 22,154,160
Capital Outlay (6000-6599)	\$ 115,423	\$ -	\$ -	\$ 115,423
Other Outgo (7100-7299) (7400-7499)	\$ 50,000	\$ -	\$ -	\$ 50,000
Direct Support/Indirect Cost (7300-7399)	\$ 2,296,609	\$ -	\$ -	\$ 2,296,609
Other Adjustments				
TOTAL EXPENDITURES	\$ 67,942,610	\$ -	\$ -	\$ 67,942,610
OPERATING SURPLUS (DEFICIT)	\$ (33,860,333)	\$ -	\$ -	\$ (33,860,333)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ -	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ -	\$ -	\$ -	\$ -
CONTRIBUTIONS (8980-8999)	\$ 26,924,635	\$ -	\$ -	\$ 26,924,635
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (6,935,698)	\$ -	\$ -	\$ (6,935,698)
BEGINNING BALANCE	\$ 15,340,478			\$ 15,340,478
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 8,404,780	\$ -	\$ -	\$ 8,404,780
COMPONENTS OF ENDING BALANCE:				
Nonspendable (9711-9719)	\$ -	\$ -	\$ -	\$ -
Restricted (9730-9749)	\$ 8,404,780	\$ -	\$ -	\$ 8,404,780
Committed (9750-9769)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ -	\$ -	\$ -	\$ -
Unassigned (9789-9790)	\$ -	\$ -	\$ -	\$ -

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Combined General Fund

Enter Bargaining Unit:

RCTA

	Column 1 Latest Board-Approved Budget Before Settlement (As of March 2025)	Column 2 Adjustments as a Result of Settlement	Column 3 Other Revisions	Column 4 Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 98,559,479	\$ -	\$ -	\$ 98,559,479
Remaining Revenues (8100-8799)	\$ 35,631,569	\$ -	\$ -	\$ 35,631,569
TOTAL REVENUES	\$ 134,191,048	\$ -	\$ -	\$ 134,191,048
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 53,184,352	\$ -	\$ -	\$ 53,184,352
Classified Salaries (2000-2999)	\$ 27,410,370	\$ -	\$ -	\$ 27,410,370
Employee Benefits (3000-3999)	\$ 37,668,448	\$ -	\$ -	\$ 37,668,448
Books and Supplies (4000-4999)	\$ 4,014,913	\$ -	\$ -	\$ 4,014,913
Services, Other Operating Expenses (5000-5999)	\$ 32,968,730	\$ -	\$ -	\$ 32,968,730
Capital Outlay (6000-6599)	\$ 115,423	\$ -	\$ -	\$ 115,423
Other Outgo (7100-7299) (7400-7499)	\$ 419,478	\$ -	\$ -	\$ 419,478
Direct Support/Indirect Cost (7300-7399)	\$ (697,940)	\$ -	\$ -	\$ (697,940)
Other Adjustments				
TOTAL EXPENDITURES	\$ 155,083,774	\$ -	\$ -	\$ 155,083,774
OPERATING SURPLUS (DEFICIT)	\$ (20,892,726)	\$ -	\$ -	\$ (20,892,726)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 8,725,000	\$ -	\$ -	\$ 8,725,000
TRANSFERS OUT & OTHER USES (7610-7699)	\$ -	\$ -	\$ -	\$ -
CONTRIBUTIONS (8980-8999)	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (12,167,726)	\$ *	\$ -	\$ (12,167,726)
BEGINNING BALANCE	\$ 25,361,257			\$ 25,361,257
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 13,193,531	\$ -	\$ -	\$ 13,193,531
COMPONENTS OF ENDING BALANCE:				
Nonspendable (9711-9719)	\$ 80,000	\$ -	\$ -	\$ 80,000
Restricted (9730-9749)	\$ 8,404,780	\$ -	\$ -	\$ 8,404,780
Committed (9750-9769)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ -	\$ -	\$ -	\$ -
Unassigned (9789-9790)	\$ 4,708,751	\$ -	\$ -	\$ 4,708,751

* If the total amount of the Adjustment in Col. 2 does not agree with the amount of the Total Compensation Increase (Decrease) in Section A, Line 6, Page 1, explain the variance below: _____

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT FISCAL YEARS

Multiyear Projection - Combined General Fund

Enter Bargaining Unit:

RCTA

Includes RCAA and CSEA AB1200 Impacts

	FY 24-25 Total Current Budget After Settlement	FY 25-26 First Subsequent Year After Settlement	FY 26-27 Second Subsequent Year After Settlement
REVENUES			
Revenue Limit Sources (8010-8099)	\$ 98,559,479	\$ 102,982,286	\$ 107,441,518
Remaining Revenues (8100-8799)	\$ 35,631,569	\$ 37,034,824	\$ 38,042,522
TOTAL REVENUES	\$ 134,191,048	\$ 140,017,110	\$ 145,484,040
EXPENDITURES			
Certificated Salaries (1000-1999)	\$ 53,184,352	\$ 52,496,281	\$ 53,283,725
Classified Salaries (2000-2999)	\$ 27,410,370	\$ 27,135,395	\$ 27,542,426
Employee Benefits (3000-3999)	\$ 37,668,448	\$ 38,100,573	\$ 39,129,288
Books and Supplies (4000-4999)	\$ 4,014,913	\$ 3,931,204	\$ 4,037,347
Services, Other Operating Expenses (5000-5999)	\$ 32,968,730	\$ 30,963,474	\$ 31,394,020
Capital Outlay (6000-6999)	\$ 115,423	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ 419,478	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ (697,940)	\$ (286,593)	\$ (294,332)
Other Adjustments		\$ -	
TOTAL EXPENDITURES	\$ 155,083,774	\$ 152,340,335	\$ 155,092,475
OPERATING SURPLUS (DEFICIT)	\$ (20,892,726)	\$ (12,323,225)	\$ (9,608,435)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 8,725,000	\$ 8,000,000	\$ 6,100,000
TRANSFERS OUT & OTHER USES (7610-7699)	\$ -	\$ -	\$ -
CONTRIBUTIONS (8980-8999)	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (12,167,726)	\$ (4,323,225)	\$ (3,508,435)
BEGINNING BALANCE	\$ 25,361,257	\$ 13,193,531	\$ 8,870,306
CURRENT-YEAR ENDING BALANCE	\$ 13,193,531	\$ 8,870,306	\$ 5,361,871
COMPONENTS OF ENDING BALANCE:			
Nonspendable (9711-9719)	\$ 80,000	\$ 80,000	\$ 80,000
Restricted (9730-9749)	\$ 8,404,780	\$ 4,109,633	\$ 623,735
Committed (9750-9769)	\$ -		
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ -	\$ -	\$ -
Unassigned (9789-9790)	\$ 4,708,751	\$ 4,680,673	\$ 4,658,136

J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		FY 24-25	FY 25-26	FY 26-27
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 155,083,774	\$ 152,340,335	\$ 155,092,475
b.	State Standard Minimum Reserve Percentage for this District: (enter percentage):	3.00%	3.00%	3.00%
c.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b. OR \$50,000	\$ 4,652,513	\$ 4,570,210	\$ 4,652,774

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a.	General Fund (Fund 01) Stabilization Arrangements, % Unassigned Fund Balance (includes Reserve for Economic Uncertainties)	\$ 4,708,751	\$ 4,680,673	\$ 4,658,136
b.	Special Reserve Fund (Fund 17) Unassigned Fund Balance	\$ -	\$ -	\$ -
c.	Total Available Reserves	\$ 4,708,751	\$ 4,680,673	\$ 4,658,136
d.	Reserve for Economic Uncertainties Percentage	3.04%	3.07%	3.00%

3. Do unrestricted reserves meet the state minimum reserve amount?

FY 24-25	Yes	☒	No	☐
FY 25-26	Yes	☒	No	☐
FY 26-27	Yes	☒	No	☐

4. If no, how do you plan to restore your reserves? Provide comments/explanations below:

K. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF COLLECTIVE BARGAINING AGREEMENT

(The disclosure document must be signed by the district Superintendent and Chief Business Officer at the time of public disclosure.)

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and the Chief Business Officer of **Redwood City Elementary School District** (District), hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the **Redwood City Teachers Association** (Bargaining Unit), during the term of the agreement from July 1, 2025 to June 30, 2026.

**District Superintendent**

John Baker, Ed.D

June 5, 2025

Date**Chief Business Officer**

Rick Edson

June 5, 2025

Date**L. CERTIFICATION NO. 2**

(The disclosure document must be signed by the district Superintendent or designee and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.)

The information provided in this document summarizes the financial implications of the proposed agreement and submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Section 3547.5.

District Superintendent

John Baker, Ed.D

Date

Rick Edson

Contact Person

650-423-2232

Phone**President or Clerk of the Governing Board**

Mike Wells

Date