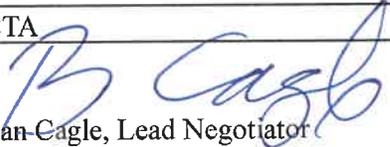
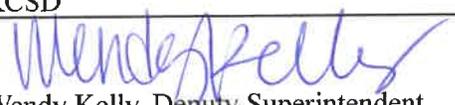
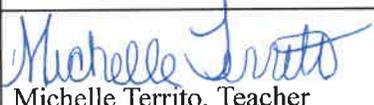
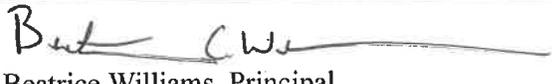
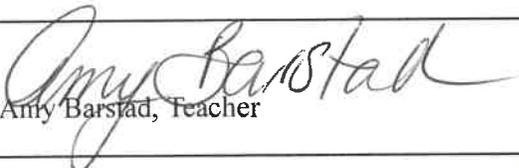


TENTATIVE AGREEMENT  
 REDWOOD CITY SCHOOL DISTRICT  
 and  
 REDWOOD CITY TEACHERS ASSOCIATION  
 2025-2026 Contract Negotiations  
 April 25, 2025

The Redwood City School District (District) and the Redwood City Teachers Association (RCTA) agree to the following to settle contract negotiations for the 2025-2026 school year.

The Parties agree to changes to the following articles as attached:

- Article 4: Working Hours
- Article 5: Leaves
- Article 6: Salary
- Article 9: Evaluations
- Article 14: Teacher Safety and Teaching Conditions

RCTA	RCSD
 Brian Cagle, Lead Negotiator	 Wendy Kelly, Deputy Superintendent
 Michelle Territo, Teacher	 Rick Edson, CBO
 Cindy Meek, Teacher	 Beatrice Williams, Principal
 Brenna Geer, Teacher	 R. Peter Rittling, Attorney
 Amy Barstad, Teacher	
Kathleen Beebe, CTA Representative	
Yesenia Bravo, Teacher	

## RCTA Proposal to RCSD - 4/22/25

### Article 4

4.2.6 **Effective August 2026**, Meetings scheduled during planning days before the first day of school in the fall shall be arranged so that bargaining unit members are guaranteed a minimum of ~~8 hours~~ **two 7 hour days** of uninterrupted preparation time. **This will be completed by moving the Teacher workday from June to August.**

4.2.7 Except for an emergency, the District/school will not schedule mandatory meetings on Fridays, on days preceding a holiday, **and on Thursdays before report cards are due**, ~~and the Thursday before Teacher Parent Conferences in the fall and spring.~~

4.6.3 Preparation time for individual classroom teachers will be two periods per full week for teachers in grades ~~2-5~~ 3-5 and in grades 6-8 in K-8 schools. The two periods combined shall be no less than eighty (80) minutes. On weeks where there are more than one minimum day then teachers who miss their preparation period will not be made up.

**Status quo**

RCTA Proposal to RCSD

4/22/25

## Article 5 Leaves

NEW language!

Need to renumber Article 5 and reorganize.

5.1.2 At the beginning of the school year each bargaining unit member shall receive a written statement ~~a notification~~ of accrued sick leave, including the sick leave entitlement for the year. A bargaining unit member may use the sick leave at any time during the school year for personal illness or injury, or for that of a dependent living in the same household.

Status Quo

### 5.11 Reproductive Loss Leave

~~5.11.1 Pursuant to California law (Gov. Code section 12945.6), eligible employees (or their partner as defined in Government Code section 12945.6) may take up to five days of reproductive loss leave following a miscarriage, unsuccessful assisted reproduction, failed adoption, failed surrogacy or stillbirth.~~

Status Quo

5.11.2 If an employee (or their partner as defined in Government Code section 12945.6) experiences more than one reproductive loss leave event within a 12-month period, the total amount of time taken shall not exceed 20 days within a 12-month period.

5.11.2.1 Leave taken for reproductive loss may be taken nonconsecutively.

5.11.2.2 Reproductive loss leave shall be completed within three months of the event entitling the employee to that leave under section 11.14.1.

5.11.3 Reproductive loss leave shall be unpaid except that the employee may use personal leave or accrued and available sick leave that is otherwise available to the employee.

5.11.4 For purposes of this section "eligible employee" means a person employed by the District for at least 30 days prior to the commencement of the leave.

5.2.2 Industrial accident leave shall not exceed sixty (60) days ~~in any one (1)~~ ~~fiscal year~~ for the same industrial accident. The leave must be taken during the time when the schools of the District are required to be in session or when the bargaining unit member would have been performing work for the District. ~~When an industrial accident or illness occurs at a time when the full 60 days will overlap into the next fiscal year, the employee shall be entitled to only that amount remaining at the end of the fiscal year in which the injury or illness occurred, for the same illness or injury.~~ (for Reference only-Ed Code 45192)

#### 5.11 Notification Procedure

5.11.1 The bargaining unit member shall notify the immediate supervisor as soon as possible in advance of all leaves and shall receive approval in advance of taking a leave, except for situations set forth in this Article below. ~~The teacher will provide the necessary substitute plans for the substitute before the start of the work day.~~

#### **Status Quo**

5.11.2 In case of an emergency leave, a bargaining unit member who finds it necessary to be absent from duty shall notify the immediate supervisor or designee during regular school hours, or the District ~~absence platform answering service~~ after regular hours, but in no event later than 7:00 a.m. or one (1) hour prior to the start of school, whichever is earlier, on the day of the absence.

**RCTA to RCSD Counter Proposal 4/25/25**

**Time: 9:15 am**

**Article 6**

An increase of ~~3.25%~~ 4.5% to the 2024-2025 salary schedule.

~~An increase of 3.25%. 2% effective July 1, 2025 and 1.25% effective January 30, 2026.~~

An increase of ~~2.75%~~ ~~3.25%~~ 4.5% to the 2024-2025 salary schedule ~~effective 7/1/25.~~

An increase of **2.85%** ~~2.75%~~ ~~3.25%~~ 4.5% to the 2024-2025 salary schedule **effective 7/1/25.**

6.8 Bargaining unit members who are assigned to overnight field trips shall be paid ~~One hundred and fifty (\$150) per day~~ **two hundred and fifty dollars (\$250) per work night** in addition to their regular pay.

6.1.2 Structural Changes To The Salary Schedule

~~Effective 7/1/25 a Step 26 shall be added across all columns of the 2024-25 salary schedule in an amount that is one percent (1%) greater than Step 25.~~

6.11.4 In lieu of substitute pay (revise with some language from MOU):

6.11.4 Utilizing a classroom teacher to substitute is a last resort. If a regular **K-5** classroom teacher is required to combine another teacher's students or give up their prep, in lieu of employing a substitute teacher, the teacher with the affected change will receive the pay that would have been provided to the substitute teacher. This pay will be prorated accordingly between teachers ~~and per period (6-8) or~~ subject (TK-5) per day or as necessary based on the number of instructional periods of content per day.

For classroom teachers in grades 6-8, the substitute calculation will be based solely on \$.88 per instructional minute that a teacher is teaching students. If the daily sub pay changes, then the pay rate of \$.88 per minute will be ~~negotiated~~ **recalculated accordingly.**

Appendix G (see below)

Classroom SDC and RSP Teacher Stipend      \$2,500 ~~\$3,500~~ **\$2750** paid over 10 months

Combination Class Stipend ~~\$2500~~ **\$2750** paid over 10 months

BCLAD Stipend for those teachers utilizing their BCLAD authorization in a classroom

setting ~~\$2500~~ **\$2750** paid over 10 months

**8.4.4 add \$250 for current stipend** (see chart below, will be added to Appendix G and 8.4.4 language will be changed).

Summer/Intersession School      \$50 per hour ~~per diem~~ **\$60 per hour**

RCSD Proposal to RCTA  
2/25/25 & 4/22/25

~~6.3.4 According to California Government Code Section 22892, the District will contribute thirty-two dollars and twenty cents (\$32.20) per month per eligible full-time bargaining unit member for each approved PERS health plan option. This amount shall be the District's basic employee-only medical benefits contribution. Effective January 1, 2005, the basic amount will be increased to forty-eight dollars and forty cents (\$48.40); and starting January 1, 2006, this amount will increase to sixty-four dollars and sixty cents (\$64.60). This basic contribution is required only to the extent it is PEMHCA plan.~~

**The District agrees to contribute the prevailing administrative fee per month per eligible full-time unit member for each approved PERS health plan option. This amount shall be the District's basic unit member only medical benefits contribution. This basic contribution is required only to the extent it is mandated by law and only as long as the District participates in the PEMHCA plan.**

Appendix G

Effective July 1, ~~2023~~ 2025

Textbook Adoption Pilot per teacher	\$2,500 per year
Student Work Analysis-(can also be for Lead Teachers or Instructional practice analysis)	\$2,000 per year
Voluntary Grant Stipends	As specified by the grant and with written prior approval from the supervisor
Yearbook Production outside of work hours	\$5,000 per year, with written prior approval from the supervisor
BCLAD Stipend for those teacher utilizing their BCLAD authorization in a classroom setting	<del>\$2,500</del> -\$2,750 paid over 10 months
Combination Class Stipend	<del>\$2,500</del> -\$2,750 paid over 10 months
Classroom SDC and RSP Teacher Stipend	<del>\$2,500</del> -\$2,750 paid over 10 months
Master's Stipends (per Master's Degree)	\$2,000
Doctorate Degree (per Doctorate Degree)	\$2,000

ASHA Certification for SLP Teachers	\$2,000
National Board Certification	\$2,000
Induction Mentor	\$2,800 for one candidate; \$2,300 for each additional candidate
8.4.4 Stipend for Exceptional Circumstances	<del>\$500</del> <b>\$750</b>

RCSD to RCTA  
4/22/25 1:30pm

## Article 9: Evaluations

9.2.7 Evaluation of the above factors shall be mitigated by unusual circumstances over which the bargaining unit member has no control. A unit member is responsible only for those aspects of the instructional program under the unit members control or responsibility, and the evaluation of a unit member is limited to the responsibilities for subject areas within the teacher's credential, [authorizations or approved waivers](#).

9.3.3 Classroom Observations And Data Collection. The annual evaluation shall be on-going in nature, and shall consist of data collection and classroom and workplace observation.

**9.3.3.1 The Formal Evaluation:** The immediate supervisor or their designee must conduct at least one thirty (30) minute [formal classroom ~~observation~~ evaluation](#), followed by a [presentation and discussion of the ~~written~~ formal evaluation results](#) within seven (7) working days of the observation. Classroom ~~evaluations~~ ~~observations~~ will be scheduled within a mutually agreed upon time frame.

9.3.4.1 A supervisor must mark "overall unsatisfactory" at the end of the evaluation tool in order for the evaluation to be marked overall unsatisfactory. The supervisor shall provide ongoing written feedback of a deficiency prior to an evaluation. ~~that may lead to an overall unsatisfactory evaluation. An "overall unsatisfactory" summary evaluation for permanent unit members shall consist of three or more of the seven evaluation categories being marked "unsatisfactory" on the evaluation form.~~

9.3.4.2 An Action Plan, specifying the area(s) of deficiency and identifying the supervisor's recommendations to help the individual improve performance, must accompany any evaluation for a permanent unit member that contains an "overall unsatisfactory" rating. ~~The evaluator shall provide written notice of a deficiency that may lead to an overall unsatisfactory evaluation by no later than April 1 in the evaluation year.~~

### 9.3.5 Special Timelines For Temporary And Probationary Unit Members

With temporary and probationary bargaining unit members, the evaluator will present the first written evaluation and discuss the matter no later than November 10. [The second written evaluation will be presented and discussed no later than February 10.](#) ~~If an improvement plan is needed, the plan will be jointly developed within seven (7) days thereafter in order to ensure implementation can take place no later than January 15.~~

9.3.10 The forms shall be attached as Appendix D and consist of:

- Evaluation documents Option ~~I~~ and Option II
- ~~an Off-Year Form~~ [Alternate Year Evaluation Form \(every other year if qualifications are met\)](#); and
- a form for Non-instructional Personnel specified in Section 9.2.9

### 9.3.6 Summary Evaluation

The evaluator will [complete all evaluations for permanent members](#) ~~and present the summary written evaluation~~ no later than thirty (30) school days before the end of the school year in which the evaluation takes place. ~~The evaluator will discuss the overall evaluation with the permanent bargaining unit member within ten (10) working days of delivering the document.~~

**RCSD to RCTA Counter Proposal**  
**3/18/25 2:30pm & 4/22/25-TA**

**Article 14: Teacher Safety**

14.3.5 Notification To Teachers

Per Ed Code 49079, the Site or District administration shall inform unit members of every student who has caused or attempted to cause serious bodily injury or injury to another person, based on any written records that the District maintains or receives from a law enforcement agency, ~~or another district~~ **or transferred within the district.** ~~regarding a student described in Education Code Section 49079.~~ The Site Administrator will communicate to the affected unit members within 48 hours of a suspension of the incident.

The site Administrator shall inform unit members of student suspensions for any student with whom that unit member works directly. All suspensions (as per Education Code Section 48900) will be recorded in the Student Information System within ~~24 hours~~ 14 days. ~~The district shall provide the information to the teacher based upon any records that the district maintains in its ordinary course of business, or receives from a law enforcement agency, regarding a pupil. A reentry plan is to be created and shared to all unit members who have the student before the student returns to class. campus.~~

~~The district~~ Site or District Administrator shall inform teachers of any pupil(s) that has engaged in or is suspected to have engaged in any act for which the student has been or could have been suspended during the current school year or previous 3 years.

Any information received by a unit member pursuant to this provision shall be received in confidence for the limited purpose for which it was provided and shall not be further disseminated by the unit member.

Unit members will immediately report cases of verbal/non-verbal threats of violence and/or physical assault and/or harassment suffered by them in connection with their employment. This report will be submitted to their immediate supervisor who will take appropriate action. Required forms must be submitted as soon as possible and forms can be found in the school office or in the staff handbook.

**14.3.6**

~~A student who verbally or physically threatens or attacks a teacher is to be transferred from their current school to another school in the district. A student that has been moved to Opportunity School for serious infractions should be transferred to a new campus within the district upon reentry.~~