

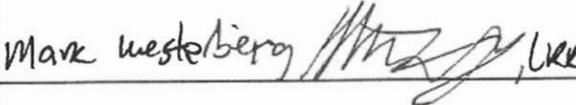
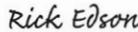
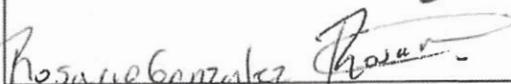
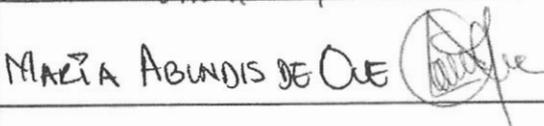
TENTATIVE AGREEMENT
 REDWOOD CITY SCHOOL DISTRICT
 and

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION – CHAPTER V
 Reopener Negotiations for the 2024-25 & 2025-26 School Years
 May 21, 2025

The Redwood City School District (District) and the California School Employees Association – Chapter V (CSEA) agree to the following to settle contract negotiations for the 2024-2025 and 2025-2026 school years.

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

- Article 5: Hours and Overtime
- Article 6: Salary
- Article 11: Leaves
- Article 12: Bargaining Unit Vacancies
- Article 14: Reclassification
- Article 15: Personnel Files and Evaluation Form

CSEA	RCSD
	 <u>Wendy Kelly (May 24, 2025 18:37 PDT)</u> Wendy Kelly, Deputy Superintendent
	 Rick Edson, CBO
	 Patricia Perez, Director
	 <u>Shanna Laney (May 25, 2025 12:23 PDT)</u> Shanna Laney, Assistant Principal
	R. Peter Rittling, Attorney
	

REDWOOD CITY SCHOOL DISTRICT

And

CSEA Chapter 5

Tentative Agreement (TA)

The Redwood City School District (District) and the California School Employees Association Chapter 5 agree to the following TA for the 2024-25 and 2025-26 school years.

///all sections status-quo, except as follows///

Article 5: Hours and Overtime

5.4 Lunch Period/Rest Periods

5.4.1 All unit members in the Comprehensive Unit on duty for four (4) hours or more shall be entitled to a duty-free, uninterrupted lunch period of no longer than one (1) hour nor less than one-half (½) hour at or about the midpoint of each work shift.

5.4.2 All unit members in the Operations and Support Unit on duty for four (4) hours or more shall be entitled to a duty-free, uninterrupted lunch period of no longer than one-half (½) hour at or about the midpoint of each work shift.

5.4.3 Paid rest periods shall be in the middle of each work period at the rate of fifteen (15) minutes per four (4) hours or major fraction thereof and will be scheduled by the District management after consultation with the affected unit member.

5.4.4 Rest periods and lunch breaks shall not be combined. Employees may not be dismissed early from their shift in combining lunch and break times.

CSEA:

Date:

Mark Westberg, LRP 2/5/25

Cy 2/5/25

Michelle P. McKing 2-5-25

Shamardrell 2-5-25

[Signature] 2-5-25

[Signature] 2-5-25

[Signature]

RCSD:

Date:

[Signature] 2/5/25

[Signature] 2/5/25

[Signature] 2/5/25

[Signature] 2/5/25

[Signature] 2/5/25

TENTATIVE AGREEMENT

ARTICLE 6: SALARY 2024-2025 & 2025-2026 Reopener Negotiations

6.1 All Classifications

(2023-2024) Effective July 1, 2023, the District shall increase the 2022-2023 CSEA salary schedule by 4%, which shall become the 2023-2024 salary schedule

(2024-2025) Effective July 1, 2024, the district shall increase the 2023-2024 CSEA salary schedule by 3%, which shall become the 2024-2025 salary schedule.

(2025-2026) Effective July 1, 2025, the district shall increase the 2024-2025 CSEA salary schedule by 2.85%, which shall become the 2025-2026 salary schedule.

CA Education Code Section 45102 requires the District to pay employees working between academic years (summer school) to be paid no less than regular compensation and benefits for the classification for which they work during summer school or their regular rate of pay during school year, whichever is higher.

6.1.1 [status-quo]

6.1.2 [status-quo]

6.1.3 Professional Growth [Status-quo]

6.2 Fringe Benefits

HEALTH INSURANCE

6.2.1 Benefits will be provided by participation in the PERS Health Program, (PEMHCA - The Public Employees' Medical and Hospital Care Act).

6.2.2 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.

6.2.3 In addition, the District agrees to contribute, pursuant to the regulation of Section 125,

a. Effective January 1, 2021 RCSD shall pay up to \$10,500.00 annually for each member who holds a full-time position subject to the eligibility requirements to be used for employee-only coverage.

b. Effective January 1, 2022 RCSD shall pay up to \$11,000.00 annually for each member who holds a full-time position subject to the eligibility requirements to be used for employee-only coverage.

c. Effective January 1, 2023 RCSD shall pay up to \$13,000 annually for each member who holds a full-time position subject to the eligibility requirements to be used for employee-only coverage. This amount shall be raised an additional \$1000 in the next calendar year (i.e. an additional \$1000 on 1/1/2024). Neither party may open up negotiations on Section 6.2 Fringe benefits for the 2023-24 school year.

Effective July 1, 2025, RCSD shall pay up to \$14,500 annually for each member who holds a full-time position, subject to the eligibility requirements to be used for employee-only coverage.

Effective January 1, 2026, RCSD shall pay up to \$16,000 annually for each member who holds a full-time position, subject to the eligibility requirements, to be used for employee-only coverage.

6.2.3.1 Any member hired before 7/1/2012 who elects to receive “cash back” in lieu of insurance shall receive \$6,000 per FTE. Any member hired on or after 7/1/2012 shall not be eligible to receive “cash back”. Any unit member hired before 7/1/2012 and currently enrolled in the health benefits plan shall not be eligible for the “cash back” option. Every eligible unit member receiving “cash back” shall provide annual proof of other health insurance. ~~If the employee elects to take vision coverage, “cash back” will be reduced by total cost of vision coverage.~~

Effective March 1, 2019 to address legal requirements, coverage obtained from government subsidies (e.g. Covered California with Premium Tax Credit, Medicare, Medi-Cal and Medicaid) does not qualify as other health insurance and/or qualify for cash back.

6.2.4 Fringe benefit coverage shall be prorated according to the number of hours assigned per day as that number relates to 7 hours for Comprehensive Unit and 7 hours Operations/Support Unit.

~~6.2.5 For unit members grandfathered in 1976/77, who enroll in the medical program, the District will contribute the full amount as stated 6.2.3 regardless of FTE. (no longer applicable)~~

VISION INSURANCE

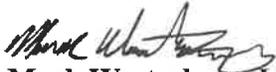
6.2.8 Effective July 1, 2025, the District shall pay a contribution equal to the cost of single party vision for every eligible unit member working 20 hours or more per week.

The District's payment of single party vision shall be in addition to any amount required in 6.2.2 and 6.2.3. If a unit member elects to take dependent vision coverage, the cost of the dependent vision coverage shall be deducted from the employee's paycheck.

DENTAL INSURANCE - [status-quo]

6.3 Health Insurance For Retired Classified Employees – [Status-quo]

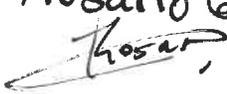
CSEA


Mark Westerberg, LRR






MARIA
ABUNDIS DE
OUE

Rosario Gonzalez


District





05/29/2025

REDWOOD CITY SCHOOL DISTRICT

And

CSEA Chapter 5

Tentative Agreement

The Redwood City School District (District) and the California School Employees Association Chapter 5 agree to the following TA for the 2024-25 and 2025-26 school years.

///all sections status-quo, except as follows///

11.1 Bereavement Leave

A unit member shall be granted a leave with full pay in the event of the death of any member of the unit member's immediate family. The leave shall be for a period of five (5) days.

The immediate family is defined as husband, wife, mother, father, sister, brother, son, daughter, aunt, uncle, father-in-law, mother-in-law, son-in-law, daughter-in-law, grandfather, grandmother, grandmother-in-law, grandfather-in-law, grandchild, foster son, foster daughter, brother-in-law, sister-in-law, domestic partner, person acting as a parental substitute, or any relative of either spouse living in the immediate household of the unit member.

11.5 Extended Sick Leave

11.5.1 In the event a unit member is absent from his/her duties on account of illness, accident or disability, whether or not the absence arises out of or in the course of employment, the unit member shall utilize sick leave in the following order: 11.5.1.1, 11.5.1.2, 11.5.1.3.

11.5.1.1 Use balance of current year's sick leave.

11.5.1.2 Use other accumulated sick leave.

11.5.1.3 After all earned leave as set forth above is exhausted, additional non-accumulating extended sick leave shall be available based on the provisions described below.

11.5.1.3.1 The amount deducted for leave purposes from the unit member's salary shall be ~~the cost of a substitute whether or not the District actually hires a substitute, but in no case shall the unit member receive no less than~~ 50% of the regular unit member's salary.

11.5.1.3.2 The extended sick leave period shall begin after all available sick leave is exhausted.

11.5.1.3.3 In no event shall non-accumulating sick leave when combined with regular and accumulated sick leave exceed five (5) months 100 working days in a fiscal year.

11.5.1.3.4 Upon a unit member becoming eligible to take Extended Sick Leave, the District shall notify the unit member that they may elect to combine their accumulated vacation hours with Extended Sick Leave so that they may earn their regular rate of pay.

The option to combine vacation with Extended Sick Leave shall be solely at the discretion of the unit member.

CSEA:

Date:

Mark Vestberg 2/5/25 LRR
[Signature] 2/5/25
Michelle Mck 2-5-25
Shawna [Signature] 2-5-25
[Signature] 2-5-25
[Signature] 2-5-25
M. Stockton

RCSD:

Date:

~~M. Stockton~~
Wendy Kelly 2/5/25
Rah [Signature] 2/5/25
Patricia Perez 2/5/25
[Signature] 2/5/25
[Signature] 2/5/15

REDWOOD CITY SCHOOL DISTRICT

And

CSEA Chapter 5

Tentative Agreement

The Redwood City School District (District) and the California School Employees Association Chapter 5 agree to the following TA for the 2024-25 and 2025-26 school years.

///all sections status-quo, except as follows///

12.5 Classification Of Employee

12.5.1 The District shall not use short-term employees (Education Code 45103(d) (2)) to perform bargaining unit work.

12.5.2 When using substitute employees in a vacant position, the District shall be engaged in a procedure to hire an employee to fill the vacant position in accordance with Articles 12.2 and 12.3, substitute employees shall not be used in a vacant position for more than ~~60~~ ⁸⁰ working days within a six month period.

MW CLK

12.5.3 Upon initial employment or change in status, affected unit members shall receive a copy of the job description, salary schedule, and this Agreement. The unit member shall be informed about hours of duty and other appropriate information.

CSEA:

Date:

Mered Westerman, CRR 4/29/25
M. Lockton 4/29/2025
Luigi Ruedo 4/29/25
R. Segura 4/29/25
Rosario Gonzalez Ponce 4-29-25
MARIA ARZUNOIS DE ALE 4/29/25

RCSD:

Date:

Patricia Lopez 4/29/25
Bo 4/29/25
V. Lee 4/29/25
Wendy Kelly 4/29/25

Redwood City School District

And

CSEA Chapter 5

Tentative Agreement

May 21, 2025

The Redwood City School District (District) and the California School Employees Association Chapter 5 agree to the following TA for the 2024-25 and 2025-26 school years.

/// all sections status-quo, except as follows ///

~~14.1.3 Criterion 3 - Salary adjustment based on wage comparability of similar, regional elementary school Districts within San Mateo County. A reclassification request under this criterion shall include the following: (1) a listing of such regional elementary school Districts within San Mateo County used in the comparison, and (2) copies of relevant job descriptions and salaries of such regional Districts which support the request. Upon a Board approved reclassification under this criterion, unit members will be placed at the step that provides at least a 5% increase or be placed on Step 1, whichever is greater.~~

14.1.3 Criterion 3 - Salary adjustment based on wage comparability of similar elementary school districts within San Mateo County. A reclassification request under this criterion shall include copies of relevant job descriptions and salaries. If there is no like job within San Mateo County elementary school districts, the parties shall meet and confer regarding finding comparables. Upon a Board approved reclassification under this criterion, unit members will be placed at the step that provides at least a 5% increase or be placed on Step 1, whichever is greater.

~~14.3~~ Process

~~14.3.1~~ Requests for reclassification shall be made ~~twice~~ once per year, by ~~November 1st October 1st and March 1st~~ or more frequently by mutual agreement between CSEA and the District.

14.3.1.1 Level I Unit members shall submit reclassification requests on forms found in Appendix D. The unit member shall provide the information required according to the applicable criteria set forth above (and specified in the application form) and submit their application to their supervisor by October ~~15th 1st or March 1st~~ who shall review the application and add any relevant input. The employee may also provide a copy of their application to the Director of Human Resources. The supervisor shall submit the application to the Director of Human Resources by ~~November 1st October 15th or March 15th~~ and provide the unit member a copy of the signed application form.

14.3.1.2 Level II Within thirty calendar days after the ~~November 1st~~ ~~October 15th~~ or ~~March 15th~~ submission deadline, the joint Reclassification Committee consisting of two District representatives, and two CSEA representatives, the Human Resource Officer who will vote only in case of a tie, shall meet to review requests. The CSEA Labor Relations Representative will be a nonvoting member of the Committee. Each unit member who has applied for a reclassification shall be provided with an opportunity to orally present their request to the committee, prior to committee's consideration of the unit member's request.

Within four calendar weeks of the committee meeting, the Human Resource Officer shall inform the unit member in writing of the decision of the Committee and their appeal rights, with a copy to the Chapter President and Labor Relations Representative. If the request is disapproved, the unit member may appeal once in writing. The appeal must be submitted to the human resource officer within two calendar weeks of the written decision of the committee. Upon request and at the discretion of the committee, the rehearing may occur in person and will take place within 45 days. The final decision of the committee will be reduced to writing and provided to the unit member within five (5) working days.

14.3.1.3 Level III. The report of the Committee shall be submitted in writing to the Superintendent for his/her consideration. The Superintendent shall make their recommendation within 30 calendar days. If the Superintendent modifies any part of the Committee's recommendations, the reasons for each recommendation shall be in writing.

CSEA:

5/21/2025

RCSD:

5/21/2025

M. Heckler

Patricia Perez

Mary Westling

Wendy Kelly

Wendy Kelly (May 24, 2025 18:36 PDT)

Rosario Gonzalez

MARIA ARANDIS DE OUE

Shanna Laney

Shanna Laney (May 29, 2025 13:22 PDT)

Shalwan Inglesby

Ronnie Osorio

Rick Edson

REDWOOD CITY SCHOOL DISTRICT

And

CSEA Chapter 5

Tentative Agreement

The Redwood City School District (District) and the California School Employees Association Chapter 5 agree to the following TA for the 2024-25 and 2025-26 school years.

///all sections status-quo, except as follows///

15.2 Evaluations

15.2.1 No evaluation of any unit member shall be placed in any personnel file without an opportunity for discussion between the unit member and the evaluator.

15.2.2 No evaluation shall be based upon hearsay statements but shall only be based upon direct observation and knowledge of the evaluator with input from site or District management.

15.2.3 Any negative evaluation shall include specific recommendations for improvements and provisions for assisting the unit member in implementing any recommendations made.

15.2.4 The unit member shall have the right to review and respond to any evaluation either electronically or in hard copy to Human Resources.

15.2.5 All permanent unit members shall be evaluated between January 1 and ~~March 31~~, ~~May March 1~~, according to their last digit of their Social Security number. In odd numbered years, odd Social Security numbers, in even numbered years, even Social Security numbers. More frequent evaluations may be conducted by the supervisor, if necessary. The unit member shall receive written notice prior to any evaluations that are not during their regularly scheduled evaluation period. **The classified evaluation documents will be placed in the Appendix D. See attached.**

15.2.6 All probationary unit members shall be evaluated during the third and during the fifth month of employment.

CSEA:

Date:

Rossio Gonzalez 4-29-25
MARIA ABUNDIS DE OCEJIA 4/29/25
michele P. Mills 4-29-25
Shane Dyson 4/29/25
Luis Segura 4/29/25
Luis Puelo 4/29/25
M. Stocker

RCSD:

Date:

Patricia Perez 4/29/25
Wendy Helley 4/29/25
Diane [Signature] 4/29/25
Rita [Signature] 4/29/25
Rita [Signature] 4/29/25
Mar Nestabon, LRA 4/29/25



CLASSIFIED EVALUATION FORM

LAST:	FIRST:	Site/Dept:
Classification: (add drop down menu using CSEA position classification)		Date of hire:
<input type="checkbox"/> 3 Month Probationary <input type="checkbox"/> 5 Month Probationary <input type="checkbox"/> Permanent		

Part 1: Rating Scale: Assessed by observation, documentation, and conferences

E=Exemplary, S=Satisfactory, NI=Needs Improvement, U=Unsatisfactory

WORK SKILLS & WORK RESPONSIBILITIES	E	S	NI	U	NA
Understands and demonstrates proficiency in the essential functions as outlined in the job description.					
Utilizes appropriate tools to carry out assigned duties and responsibilities.					
Demonstrates an ability to identify problems, develops and implements solutions in a timely and efficient manner.					
Incorporates feedback and training regularly to enhance job performance.					
Complies with written and verbal instructions.					
Maintains a safe environment in the workplace.					
Maintains and cares for district property (e.g. equipment, technology, vehicles).					
Maintains the appearance of the workstation.					
Shares responsibility for the smooth operation of the worksite and/or department.					
Performs all required duties accurately, consistently, efficiently and in a timely manner.					
Meets recognized work standards.					
Manages competing priorities efficiently.					
HUMAN RELATIONS SKILLS	E	S	NI	U	NA
Builds professional rapport and cooperation with colleagues, supervisors, staff and other stakeholders.					
Communicates in a professional and productive manner.					
Serves students, staff and the public effectively and efficiently.					
Responds in a prompt and friendly manner to requests and inquiries.					
WORK HABITS AND ATTITUDES	E	S	NI	U	NA
Upholds the District's mission statement.					
Demonstrates willingness to learn new tasks and procedures.					
Requires minimum direction; industrious, highly resourceful and self-reliant.					
Adheres to district and school policies and procedures.					
Exercises sound professional judgment in making decisions.					

Maintains professional standards of dress and grooming in a manner that is conducive to the health and/or safety of themselves and/or others.					
Maintains attendance and punctuality.					
Maintains appropriate confidentiality at all levels.					
INSTRUCTIONAL TECHNIQUES (Instructional Assistants and Paraeducator Classifications)	E	S	NI	U	NA
Demonstrates an understanding of the students' individual educational needs.					
Establishes and maintains good working relationships with students.					
Shows initiative and organization.					
Provides individual or small group assistance to students in academic areas to reinforce instruction provided by the teacher.					
Understands and follows approved instructional strategies and materials.					
Learns and applies curriculum content and objectives to all students.					
Implement teacher-directed activities thoroughly.					
Maintains composure when working with a group or an individual.					
Is able to perform duties in an accurate, thorough and organized manner.					

Part 2: Comments

Written Summary: Please include comments about the assigned position.

Areas of Strength & Commendations:

Areas for Growth & Recommendations:

Part 3: Overall Evaluation

Exemplary Satisfactory Needs Improvement Unsatisfactory

Probationary Employee Only: (drop down menu)

- Continue with probationary employment (3 month evaluation)
- Recommended for Permanency at 5 month evaluation
- Recommend release

Name of Evaluator:

Signature of Evaluator:

Date

Name of Employee:

Signature of Employee:

Date

The Employee's signature does not constitute endorsement of the evaluator's notations, only that this document has been reviewed.

15.2.4 The unit member shall have the right to review and respond to any evaluation either electronically or in hard copy to Human Resources.