

## REDWOOD CITY SCHOOL DISTRICT

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*Mission: RCSD creates a safe and supportive, inspirational and rigorous, joyful and inclusive environment for all learners*

Re: Initial Proposal of the Redwood City School District to Redwood City Teachers Association to begin collective bargaining for 2026-2029 successor agreement.

The District intends to open the following articles during the 2026-27 negotiation cycle between RCTA and the Redwood City School District. The District would like to consider negotiating up to a three year agreement, which would conclude negotiations for three years.

### Article 1: Term

The District is interested in updating the contract to reflect successor negotiations 2026-2029.

### Article 2: Recognition

The District is interested in updating the contract to review the member list accuracy.

### Article 4: Meetings

The District is interested in updating language related to meetings.

### Article 5: Leaves

The District is interested in updating the contract on Personnel Necessity Leave.

### Article 6: Salary

The District has an interest in recognizing the hard work and dedication of our credentialed staff consistent with the District's overarching need to maintain the District's fiscal health especially in light of declining enrollment and budgetary constraints.

### Article 8: Class Size

The District is interested in updating the contract on class size configurations.

### Article 9: Evaluation

The district is interested in updating language related to procedures and timelines.

### Article 10: Personnel Files

The District is interested in updating the contract to review items placed in the personnel file.

### Article 11: District Assignments and Transfers

The District is interested in updating the contract to include clearer language regarding timelines.

Other general contract clean up or current dates that may need to be updated will be completed at the end of negotiations.