

**REDWOOD CITY SCHOOL DISTRICT**

750 Bradford Street • Redwood City • CA 94063 • (650) 423-2200 • FAX: (650) 423-2204

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

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John R. Baker, Ed.D.

March 25, 2026

Marco Chávez  
County Superintendent of Schools  
San Mateo County Office of Education  
101 Twin Dolphin Drive  
Redwood City, CA 94065

RE: Request for Waiver – Minimum Classroom Teacher Compensation Requirement (Education Code §41372), Fiscal Year 2024-25

Dear Superintendent Chávez,

The Redwood City School District (RCSD) respectfully requests a waiver from the minimum classroom compensation requirement for fiscal year 2024-25 pursuant to Education Code Section 41372.

Education Code Section 41372 requires elementary school districts to expend at least 60 percent of the Current Expense of Education (CEE) on classroom teacher salaries. For fiscal year 2024-25, RCSD reported classroom teacher salary expenditures of 55.54 percent of CEE, resulting in a shortfall of 4.46 percent, or approximately \$5.7 million, as reflected in Form CEA and the District’s annual audit finding.

The District’s inability to meet the statutory threshold is primarily due to several structural and fiscal factors.

RCSD invests significant resources in instructional support staff and student services personnel who do not meet the statutory definition of “classroom teacher” under Education Code Section 41011. These positions, including intervention staff, counselors, instructional aides, and other student support personnel, play a critical role in delivering educational services and supporting student achievement but are excluded from the classroom compensation calculation.

Like many school districts across California, RCSD continues to experience significant cost pressures, including increases in employer pension contributions, special education services,

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transportation costs, and other operational expenditures necessary to support student programs. These expenditures are required to maintain educational services but are not included in the classroom teacher salary calculation.

RCSD also receives a substantial portion of its funding through Local Control Funding Formula Supplemental and Concentration grants, based on the District's percentage of unduplicated pupils. These funds must be used to provide services that support low-income students, English learners, and foster youth. Many of these services are delivered through programs and personnel that are not included in the statutory classroom teacher salary definition.

During the fiscal year, the District also utilized limited one-time revenues to support student programs and operational needs. Because these revenues are not ongoing, they cannot be relied upon to permanently increase classroom teacher salary expenditures.

Absent approval of this waiver, the District would be required to redirect approximately \$5.7 million in expenditures, which would significantly impact the District's ability to maintain the required reserve for economic uncertainties and sustain essential educational programs.

RCSD will continue to monitor the classroom teacher salary ratio as part of its annual budget development, interim reporting, and multiyear financial planning processes. The district administration will review staffing allocations, program expenditures, and budget assumptions each year to identify opportunities to improve compliance with the classroom teacher salary requirement while maintaining essential educational services and fiscal stability.

Accordingly, the Redwood City School District respectfully requests that the San Mateo County Office of Education grant a waiver of the minimum classroom teacher salary requirement for fiscal year 2024-25.

Thank you for your consideration. Please feel free to contact me if you need any additional information.

Sincerely,

Rick Edson  
Chief Business Official  
Redwood City School District

cc:

John R. Baker, Ed.D., Superintendent, Redwood City School District  
Kevin Bultema, Deputy Superintendent, San Mateo County Office of Education  
Dhanya Unni, Executive Director, San Mateo County Office of Education  
Rosalie Bowman, Manager, San Mateo County Office of Education  
Francesca D'Amato, Financial Analyst, San Mateo County Office of Education