



California School Employees Association

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Member of the AFL-CIO

*The nation's largest
independent classified
employee association*



May 6, 2026

Via Electronic Only

pperez@rcsdk8.net

Patricia Perez, Director of Human Resources
Redwood City School District
750 Bradford Street
Redwood City, CA 94063

RE: Initial Proposal - Successor Negotiations for the 2026-29 School Year

Dear Director Perez,

In accordance with Section 3547 of the Governmental Code, the California School Employees Association and its Chapter 5 (“CSEA”) is hereby submitting initial bargaining proposals for the upcoming 2026-2029 successor contract negotiations.

Article 1: Term

- CSEA has an interest in establishing a new term of agreement.

Article 4 Safety:

- CSEA has an interest in updating and clarifying existing language.

Article 5 Hours and Overtime:

- CSEA has an interest in adding language regarding placement of professional development days within CSEA’s work calendar.
- CSEA has an interest in improving language in Section 5.7, pertaining to the “Work Year/Calendar”.

Article 6 Salary:

- CSEA has an interest in a fair and equitable increase to the salary schedule.
- CSEA has an interest in making improvements to the District’s contribution towards health and welfare benefits.
- CSEA has an interest in improving professional growth language.

Article 7 Pay and Allowances:

- CSEA has an interest in updating and improving language that pertains to overnight field trips.
- CSEA has an interest in improving language that pertains to the “Specialized Duties”.
- CSEA has an interest in adding a bilingual skills stipend.
- CSEA has an interest in District providing and/or reimbursing for clothing and materials which are needed by some bargaining unit job classifications.

Article 8 Payroll Deductions:

- CSEA has interest in adding language which pertains to life insurance for bargaining unit employees.

Our mission: To improve the lives of our members, students and community.

Article 10 Vacation:

- CSEA has an interest in updating and improving language in this article that pertains to vacation accruals.

Article 11 Leaves:

- CSEA has an interest in updating and improving language in this article that pertains to sick leave accruals.
- CSEA has an interest in adding language which pertains to the completion of District Leave paperwork.
- CSEA has an interest in clarifying language which pertains to extended sick leave.
- CSEA has interest in adding language pertaining to early release days.

Article 12 Bargaining Unit Vacancies:

- CSEA has an interest in improving language pertaining to application process for bargaining unit positions.
- CSEA has an interest in establishing notice deadline regarding placement of bargaining unit employees.

Article 14 Reclassification:

- CSEA has an interest in making modifications to the reclassification process.

Article 18 Organizational Rights and Security:

- CSEA has an interest in adding language which pertains to the District's usage of "artificial intelligence".

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION



Mark Westerberg
Labor Relations Representative

MW/eo

Cc: Maria Stockton, Chapter President 5; Opal Okikiade, Regional Representative 40; Gabriela Echevarria, Field Director; file