

**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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May 18, 2026

**Via Electronic Delivery Only**

[mwesterberg@csea.com](mailto:mwesterberg@csea.com)

Mark Westerberg, Labor Relations Representative  
California School Employees Association  
2345 Stanwell Circle  
Concord, CA 94520

RE: Sunshine Proposal – Successor Negotiations for the 2026-29 School Year.

Dear Mark:

In preparation for successor contract negotiations with the California School Employees Association Chapter V, the District has reviewed language and provisions of the current collective bargaining agreement. Therefore, the District will seek to negotiate contract changes in the following Articles:

**Article 1: Term**

The District has an interest in updating the collective bargaining agreement to reflect successor negotiations 2026-2029

**Article 5: Hours & Overtime**

The District has an interest in updating language related to adjustments of assigned time, compensatory time and work year/calendar.

**Article 6: Salary**

The District has an interest in maintaining fair and equitable salary schedules and benefits.

**Article 7: Pay & Allowances**

The District has an interest in updating language in articles 7.3 and 7.4.1.

**Article 10: Vacation**

The District has an interest in updating language as it relates to vacation carryover and pay upon termination.

**Article 11: Leaves**

The District has an interest in updating language related to sick leave, extended sick leave and the use of sick leave as personal necessity leave.

**Article 12: Vacancies**

The District has an interest in updating language related to the posting of vacancies, the job vacancy filing procedure and the initial instructional assistant assignment.

**Article 13: Transfer**

The District has an interest in updating language as it relates to the transfer of personnel.

**Article 16: Disciplinary Action**

The District has an interest in updating language as it relates to disciplinary action.

**Article 18: CSEA Rights**

The District has an interest in updating language as it relates to the distribution of the CSEA contract.

**Article 19: District Rights**

The District has an interest in updating language as it relates to the rights of the District.

The District reserves the right to open other articles if needed and will make specific proposals at the bargaining table.

Sincerely,



Patricia Perez  
Director of Human Resources

cc: Wendy Kelly, Deputy Superintendent, Maria Stockton, Chapter President.