SAN MATEO COUNTY
PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT
in Accordance with AB 1200 (Chapter 1213/1991), AB 2756 (Statutes of 2004), GC 3547.5, and CCR, Title V, Section 15449

Name of School District:	**Redwood City School District (RCSD)**
Name of Bargaining Unit:	**Management, Supervisory and Confidential Employees (Non-Represented)**
Certificated, Classified, Other:	**Certificated and Classified Management**

The proposed agreement covers the period beginning: **July 1, 2026** (date) and ending: **June 30, 2027** (date)

The Governing Board will act upon this agreement at its meeting on: August 10, 2026 (date)

(Note: This form, along with a copy of the proposed agreement, must be submitted to the county office at least ten (10) working days prior to the date the governing board will take action.)

A. Proposed Change in Compensation

	Compensation	Annual Cost Prior to Proposed FY 26-27	Fiscal Impact of Proposed Agreement Year 1 FY 26-27	Year 2 FY 27-28	Year 3 FY 28-29
1	**Salary Schedule** Increase (Decrease)	$ 15,593,647	$ 467,809	$ -	$ -
			3.0000%	0.0000%	0.0000%
2	**Step and Column -** Increase (Decrease) Due to movement plus any changes due to settlement	$ -	$ -	$ -	$ -
			%	%	%
3	**Other Compensation -** Increase (Decrease)		$ -	$ -	$ -
			%	%	%
	Description of other compensation: Stipend for Combo Classes, BCLAD, SDC/RSP, Field Trips, and Summer school				
4	**Statutory Benefits -** STRS, PERS, FICA, WC, UI, Medicate etc.	$ 4,742,553	$ 142,277	$ -	$ -
			3.0000%	0.0000%	0.0000%
5	**Health/Welfare Plans:**	$ 1.541.600	$ 96.350	$ -	$ -
			6.2500%	0.0000%	0.0000%
	Description of health & welfare plans: No health & welfare provisions in this agreement; no change to district contribution.				
6	**Total Compensation -** Increase (Decrease) (Total Lines 1-5)	$ 21,877,800	$ 706,436	$ -	$ -
7	**Total Number of Employees (Use FTEs if appropriate)**	96.35			
8	**Total Compensation Average Cost per Employee**	227065.9056	7331.977167	0	0
			3.23%	0.00%	0.00%

9. Please provide summary of negotiated agreement. For example, if the increase in "Year 1" was for less than a full year, what is the annualized percentage of that increase for "Year 1"?

26-27 (effective 7/1/26): 3.0% increase applied across all management salary schedules, both certificated and classified management. In addition, the district's health & welfare contribution cap increased by $1,000 per FTE, from $16,000 to $17,000. This is a one-year agreement; the increase is a full-year increase and no annualization adjustment is required. Total cost of $706,436, consisting of $467,809 in salary, $142,277 in statutory benefits, and $96,350 in health & welfare.

10. Were any additional steps, columns, or ranges added to the schedules? (If yes, please explain.)

No. No steps, columns, or ranges were added to the management salary schedules; the existing schedules were increased by 3.0%.

11. Does this bargaining unit have any recipients of life time benefits? If so, please indicate number of FTI and health & welfare amounts.

No.

12. A. Does this bargaining unit have a negotiated cap for Health and Welfare berYes [X] No [ ]
If yes, please describe the cap amount.

Yes. The district contribution is capped at $17,000 per FTE per year effective 7/1/2026, an increase of $1,000 from the prior cap of $16,000.

B. Describe any negotiated changes in non-compensation items (i.e., class size adjustments, staff develc days, teacher prep time, classified staffing ratios, etc.)

None.

Does the negotiated changes in non-compensation items impact the TK-3rd grade average class size requirements for Grade Span Adjustment Yes [ ] No [X]
If yes, please describe the affects and if there's an alternative agreement for the TK-3rd grade average class size in the contract.

C. Are reduction to budget or program necessary to accommodate the settlement?
Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

Yes. One-time funding was fully expended two fiscal years ago, so the ongoing cost of this agreement must be absorbed by ongoing resources. In 2026-27 the district will transfer in an additional $750,000 to the unrestricted general fund, over and above the $1,750,000 transferred in with the RCTA agreement, in order to maintain the state minimum reserve. For 2027-28 the district has identified the need for $2,750,000 in expenditure reductions and/or

D. What contingency language is included in the proposed agreement? Include specific areas identified reopeners, applicable fiscal years, and specific contingency language.

N/A

E. Will this agreement create, increase or decrease deficit spending in the current or subsequent year(s)? "Deficit Spending" is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If yes, explain the amounts and justification for doing so.

Yes. This agreement increases deficit spending in the general fund by $706,436 in 2026-27 and in each year thereafter, of which 55% ($388,540) is unrestricted. This is in addition to the RCTA agreement approved 8/10/2026, which is already reflected in the latest board-approved budget shown in Column 1. The compensation increases are necessary to remain competitive for employment purposes in order to recruit and retain qualified management staff.

F. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.

N/A

G. Source of Funding for Proposed Agreement

1. Current Year

The 2026-27 cost of $706,436 is funded from ongoing LCFF revenue together with an additional $750,000 transfer in to the unrestricted general fund, which maintains available reserves at 3.08% of total outgo in 2026-27, above the 3% state minimum.

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subseque years (i.e. LCFF, COLA, property taxes, staffing reductions, staffing ratio changes, one-time sources, etc.?

This is a one-year agreement for 2026-27. The ongoing cost is funded from ongoing LCFF revenue and property tax growth, together with $2,750,000 in expenditure reductions and/or fiscal stabilization measures in 2027-28 to be identified through budget development. That target reflects the combined ongoing cost of this agreement and the RCTA agreement. No further reductions are assumed in 2028-29. Available reserves remain above the 3% state minimum in all three years at 3.08%, 3.10%, and 3.03%.

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

N/A - this is a one-year agreement. See item 2 above.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund

Enter Bargaining Unit: **Management (Non-Represented)**

	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (2026-27 Adopted Budget as	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	$ 103,376,716	$ -	$ -	$ 103,376,716
Remaining Revenues (8100-8799)	$ 10,500,417	$ -	$ -	$ 10,500,417
TOTAL REVENUES	$ 113,877,133	$ -	$ -	$ 113,877,133
EXPENDITURES				
Certificated Salaries (1000-1999)	$ 40,452,081	$ 135,609	$ -	$ 40,587,690
Classified Salaries (2000-2999)	$ 15,863,688	$ 121,686	$ -	$ 15,985,374
Employee Benefits (3000-3999)	$ 24,457,340	$ 131,245	$ -	$ 24,588,585
Books and Supplies (4000-4999)	$ 1,402,722	$ -	$ -	$ 1,402,722
Services, Other Operating Expenses (5000-5999)	$ 10,896,428	$ -	$ -	$ 10,896,428
Capital Outlay (6000-6599)	$ -	$ -	$ -	$ -
Other Outgo (7100-7299) (7400-7499)	$ 389,200	$ -	$ -	$ 389,200
Direct Support/Indirect Cost (7300-7399)	$ (4,941,062)	$ -	$ -	$ (4,941,062)
Other Adjustments	0			
TOTAL EXPENDITURES	$ 88,520,397	$ 388,540	$ -	$ 88,908,937
OPERATING SURPLUS (DEFICIT)	$ 25,356,736	$ (388,540)	$ -	$ 24,968,196
TRANSFERS IN & OTHER SOURCES (8910-8979)	$ 1,750,000		$ 750,000	$ 2,500,000
TRANSFERS OUT & OTHER USES (7610-7699)	$ -	$ -	$ -	$ -
CONTRIBUTIONS (8980-8999)	$ (26,832,331)	$ -	$ -	$ (26,832,331)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	$ 274,405	$ (388,540)	$ 750,000	$ 635,865
BEGINNING BALANCE	$ 5,293,734			$ 5,293,734
Prior-Year Adjustments/Restatements (9793/9795)	$ -			$ -
CURRENT-YEAR ENDING BALANCE	$ 5,568,139	$ (388,540)	$ 750,000	$ 5,929,599
COMPONENTS OF ENDING BALANCE:				
Nonspendable (9711-9719)	$ 80,000	$ -	$ -	$ 80,000
Restricted (9730-9749)	$ -	$ -	$ -	$ -
Committed (9750-9769)	$ -	$ -	$ -	$ -
Stabilization Arrangements (9750)	$ -	$ -	$ -	$ -
Assigned (9770-9788)	$ -	$ -	$ -	$ -
Unassigned (9789-9790)	$ 5,488,139	$ (388,540)	$ 750,000	$ 5,849,599

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Restricted General Fund

Enter Bargaining Unit: **Management (Non-Represented)**

	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (2026-27 Adopted Budget as revised	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	$ 8,216,514	$ -	$ -	$ 8,216,514
Remaining Revenues (8100-8799)	$ 28,195,584	$ -	$ -	$ 28,195,584
TOTAL REVENUES	$ 36,412,098	$ -	$ -	$ 36,412,098
EXPENDITURES				
Certificated Salaries (1000-1999)	$ 13,344,023	$ 110,952	$ -	$ 13,454,975
Classified Salaries (2000-2999)	$ 13,923,206	$ 99,562	$ -	$ 14,022,768
Employee Benefits (3000-3999)	$ 17,323,586	$ 107,382	$ -	$ 17,430,968
Books and Supplies (4000-4999)	$ 1,272,300	$ -	$ -	$ 1,272,300
Services, Other Operating Expenses (5000-5999)	$ 14,385,340	$ -	$ -	$ 14,385,340
Capital Outlay (6000-6599)	$ 115,423	$ -	$ -	$ 115,423
Other Outgo (7100-7299) (7400-7499)	$ 140,000	$ -	$ -	$ 140,000
Direct Support/Indirect Cost (7300-7399)	$ 4,018,725	$ -	$ -	$ 4,018,725
Other Adjustments	0			
TOTAL EXPENDITURES	$ 64,522,603	$ 317,896	$ -	$ 64,840,499
OPERATING SURPLUS (DEFICIT)	$ (28,110,505)	$ (317,896)	$ -	$ (28,428,401)
TRANSFERS IN & OTHER SOURCES (8910-8979)	$ -	$ -	$ -	$ -
TRANSFERS OUT & OTHER USES (7610-7699)	$ -	$ -	$ -	$ -
CONTRIBUTIONS (8980-8999)	$ 26,832,331	$ -	$ -	$ 26,832,331
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	$ (1,278,174)	$ (317,896)	$ -	$ (1,596,070)
BEGINNING BALANCE	$ 7,454,743			$ 7,454,743
Prior-Year Adjustments/Restatements (9793/9795)	$ -			$ -
CURRENT-YEAR ENDING BALANCE	$ 6,176,569	$ (317,896)	$ -	$ 5,858,673
COMPONENTS OF ENDING BALANCE:				
Nonspendable (9711-9719)	$ -	$ -	$ -	$ -
Restricted (9730-9749)	$ 6,973,281	$ -	$ -	$ 6,973,281
Committed (9750-9769)	$ -	$ -	$ -	$ -
Stabilization Arrangements (9750)	$ -	$ -	$ -	$ -
Assigned (9770-9788)	$ -	$ -	$ -	$ -
Unassigned (9789-9790)	$ (796,712)	$ (317,896)	$ -	$ (1,114,608)

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Combined General Fund

Enter Bargaining Unit: **Management (Non-Represented)**

	Column 1 Latest Board-Approved Budget Before Settlement (2026-27 Adopted Budget as revised	Column 2 Adjustments as a Result of Settlement	Column 3 Other Revisions	Column 4 Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	$ 111,593,230	$ -	$ -	$ 111,593,230
Remaining Revenues (8100-8799)	$ 38,696,001	$ -	$ -	$ 38,696,001
TOTAL REVENUES	$ 150,289,231	$ -	$ -	$ 150,289,231
EXPENDITURES				
Certificated Salaries (1000-1999)	$ 53,796,104	$ 246,561	$ -	$ 54,042,665
Classified Salaries (2000-2999)	$ 29,786,894	$ 221,248	$ -	$ 30,008,142
Employee Benefits (3000-3999)	$ 41,780,926	$ 238,627	$ -	$ 42,019,553
Books and Supplies (4000-4999)	$ 2,675,022	$ -	$ -	$ 2,675,022
Services, Other Operating Expenses (5000-5999)	$ 25,281,768	$ -	$ -	$ 25,281,768
Capital Outlay (6000-6599)	$ 115,423	$ -	$ -	$ 115,423
Other Outgo (7100-7299) (7400-7499)	$ 529,200	$ -	$ -	$ 529,200
Direct Support/Indirect Cost (7300-7399)	$ (922,337)	$ -	$ -	$ (922,337)
Other Adjustments				
TOTAL EXPENDITURES	$ 153,043,000	$ 706,436	$ -	$ 153,749,436
OPERATING SURPLUS (DEFICIT)	$ (2,753,769)	$ (706,436)	$ -	$ (3,460,205)
TRANSFERS IN & OTHER SOURCES (8910-8979)	$ 1,750,000	$ -	$ 750,000	$ 2,500,000
TRANSFERS OUT & OTHER USES (7610-7699)	$ -	$ -	$ -	$ -
CONTRIBUTIONS (8980-8999)	$ -	$ -	$ -	$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	$ (1,003,769)	* $ (706,436)	$ 750,000	$ (960,205)
BEGINNING BALANCE	$ 12,748,477			$ 12,748,477
Prior-Year Adjustments/Restatements (9793/9795)	$ -			$ -
CURRENT-YEAR ENDING BALANCE	$ 11,744,708	$ (706,436)	$ 750,000	$ 11,788,272
COMPONENTS OF ENDING BALANCE:				
Nonspendable (9711-9719)	$ 80,000	$ -	$ -	$ 80,000
Restricted (9730-9749)	$ 6,973,281	$ -	$ -	$ 6,973,281
Committed (9750-9769)	$ -	$ -	$ -	$ -
Stabilization Arrangements (9750)	$ -	$ -	$ -	$ -
Assigned (9770-9788)	$ -	$ -	$ -	$ -
Unassigned (9789-9790)	$ 4,691,427	$ (706,436)	$ 750,000	$ 4,734,991

* **If the total amount of the Adjustment in Col. 2 does not agree with the amount of the Total Compensation Increase (Decrease) in Section A, Line 6, Page 1, explain the variance below:** ____

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT FISCAL YEARS

Multiyear Projection - Combined General Fund

Enter Bargaining Unit: **Management (Non-Re Includes RCAA and CSEA AB1200 Impacts**

	FY 26-27 Total Current Budget After Settlement	FY 27-28 First Subsequent Year After Settlement	FY 28-29 Second Subsequent Year After Settlement
REVENUES			
Revenue Limit Sources (8010-8099)	$ 111,593,230	$ 117,172,892	$ 123,031,536
Remaining Revenues (8100-8799)	$ 38,696,001	$ 39,885,502	$ 41,095,220
TOTAL REVENUES	$ 150,289,231	$ 157,058,394	$ 164,126,756
EXPENDITURES			
Certificated Salaries (1000-1999)	$ 54,042,665	$ 55,719,214	$ 56,555,002
Classified Salaries (2000-2999)	$ 30,008,142	$ 30,454,945	$ 30,911,769
Employee Benefits (3000-3999)	$ 42,019,553	$ 43,152,191	$ 44,032,496
Books and Supplies (4000-4999)	$ 2,675,022	$ 2,384,831	$ 2,454,989
Services, Other Operating Expenses (5000-5999)	$ 25,281,768	$ 24,210,599	$ 24,912,500
Capital Outlay (6000-6999)	$ 115,423	$ -	$ -
Other Outgo (7100-7299) (7400-7499)	$ 529,200	$ 543,489	$ 558,163
Direct Support/Indirect Cost (7300-7399)	$ (922,337)	$ (947,240)	$ (972,816)
Other Adjustments		$ (2,750,000)	
TOTAL EXPENDITURES	$ 153,749,436	$ 152,768,029	$ 158,452,103
OPERATING SURPLUS (DEFICIT)	$ (3,460,205)	$ 4,290,365	$ 5,674,653
TRANSFERS IN & OTHER SOURCES (8910-8979)	$ 2,500,000	$ -	$ -
TRANSFERS OUT & OTHER USES (7610-7699)	$ -	$ -	$ -
CONTRIBUTIONS (8980-8999)	$ -	$ -	$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	$ (960,205)	$ 4,290,365	$ 5,674,653
BEGINNING BALANCE	$ 12,748,477	$ 11,788,272	$ 16,078,637
CURRENT-YEAR ENDING BALANCE	$ 11,788,272	$ 16,078,637	$ 21,753,290
COMPONENTS OF ENDING BALANCE:			
Nonspendable (9711-9719)		$ 80,000	$ 80,000
Restricted (9730-9749)	$ 6,973,281	$ 11,269,993	$ 16,875,626
Committed (9750-9769)	$ -	$ -	$0.00
Stabilization Arrangements (9750)	$ -	$ -	$ -
Assigned (9770-9788)	$ -	$ -	$ -
Unassigned (9789-9790)	$ 4,734,991	$ 4,728,644	$ 4,797,664

J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		FY 26-27	FY 27-28	FY 28-29
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	$ 153,749,436	$ 152,768,029	$158,452,103
b.	State Standard Minimum Reserve Percentage for this District: **(enter percentage)**:	3.00%	3.00%	3.00%
c.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b. OR $50,000	$ 4,612,483	$ 4,583,041	$ 4,753,563

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a.	General Fund (Fund 01) Stabilization Arrangements, % Unassigned Fund Balance (includes Reserve for Economic Uncertainties)	$ 4,734,991	$ 4,728,644	$ 4,797,664
b.	Special Reserve Fund (Fund 17) Unassigned Fund Balance	$ -	$ -	$ -
c.	Total Available Reserves	$ 4,734,991	$ 4,728,644	$ 4,797,664
d.	Reserve for Economic Uncertainties Percentage	3.08%	3.10%	3.03%

3. Do unrestricted reserves meet the state minimum reserve amount?

FY 26-27	Yes	x	No	
FY 27-28	Yes	x	No	
FY 28-29	Yes	x	No	

4. If no, how do you plan to restore your reserves? Provide comments/explanations below:

K. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF COLLECTIVE BARGAINING AGREEMENT

(The disclosure document must be signed by the district Superintendent and Chief Business Officer at the time of public disclosure.)

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and the Chief Business Officer of **Redwood City Elementary School District** (District), hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and its Management, Supervisory and Confidential Employees (Non-Represented), during the term of the agreement from July 1, 2026 to June 30, 2027.

District Superintendent Christian Rubalcaba, Ed.D	August 5, 2026 **Date**
Chief Business Officer Rick Edson	August 5, 2026 **Date**

L. CERTIFICATION NO. 2

(The disclosure document must be signed by the district Superintendent or designee and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.)

The information provided in this document summarizes the financial implications of the proposed agreement and submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Section 3547.5.

District Superintendent Christian Rubalcaba, Ed.D	**Date**
Rick Edson Contact Person	650-423-2232 Phone
President or Clerk of the Governing Board David Weekly	**Date**