

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: **Redwood City Teachers Association (RCTA)**
 Certificated, Classified, Other: **Certificated**

The proposed agreement covers the period beginning: **July 1, 2026** and ending: **June 30, 2028**
 (date) (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)	\$ 41,889,309	\$ 1,427,471	\$ 891,019	\$ -
		3.4077%	2.0570%	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.	\$ 10,065,415	\$ 343,001	\$ 214,099	\$ -
		3.4077%	2.0570%	0.0000%
5 Health/Welfare Plans:	\$ -	\$ -	\$ -	\$ -
		%	%	%
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)	\$ 51,954,724	\$ 1,770,472	\$ 1,105,118	\$ -
7 Total Number of Represented Employees (Use FTEs if appropriate)	368.38			
8 Total Compensation <u>Average</u> Cost per Employee	141035.6805	4806.102394	2999.940279	0
		3.41%	2.06%	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 (Year 1, effective 7/1/26): increase equivalent to 3.41% on schedule, applied uniformly over the Certificated Teacher Salary Schedule. Rows 1 and 2 were eliminated; most plateau steps were removed, with 0.3% added to certain cells to eliminate remaining plateaus; \$700 was added to each cell in new Rows 11-23; and \$2,000 was added to all cells in all rows of the SLP salary schedule. 27-28 (Year 2, effective 7/1/27): \$350 added to cells in Rows 1-10 of the 2026-27 schedule; 2.8% added to cells in Rows 11-23; and 2.8% added to all step/rows of the SLP schedule. Both years are full-year increases; no annualization adjustment is required.

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

Yes. In creating the 2026-27 Certificated Teacher Salary Schedule, Rows 1 and 2 were eliminated and most plateau steps were removed, with 0.3% added to certain cells in order to eliminate the remaining plateaus. No new columns or ranges were added.

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 per Yes ☒ No ☐
If yes, please describe the cap amount.

A maximum of: (1) cost of the highest priced HMO available in the CalPERS Health Plan toward single party premium in which the employee enrolls; and (2) the cost of the current vision single party premium.

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

N/A

Does the negotiated changes in non-compensation items impact the TK-3rd grade average class size requirements for Grade Span Adjustment Yes ☐ No ☒

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 settlement must be absorbed by ongoing resources. In 2026-27 the district will transfer in \$1,750,000 to the unrestricted general fund in order to maintain the state minimum reserve. For 2027-28 the district has identified the need for \$2,000,000 in ongoing expenditure reductions and/or fiscal stabilization measures. These reductions will be developed through the

- 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. The settlement increases deficit spending in the general fund by \$1,770,472 in 2026-27 and by a cumulative \$2,875,590 in 2027-28 and each year thereafter, of which 55% (\$973,760 in 2026-27 and \$1,581,575 in 2027-28) is unrestricted. The compensation increases are necessary to stay competitive for employment purposes in order to hire and retain highly qualified certificated 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 Year 1 cost of \$1,770,472 is funded from ongoing LCFF revenue together with a \$1,750,000 transfer in to the unrestricted general fund, which maintains available reserves at 3.07% 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 subsequent years (i.e. LCFF, COLA, property taxes, staffing reductions, staffing ratio changes, one-time sources, etc.?)

N/A - this is a two-year agreement covering 2026-27 and 2027-28. See item 3 below.

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.)

Year 1 (2026-27) is funded from ongoing LCFF revenue and a \$1,750,000 transfer in to the unrestricted general fund. Year 2 (2027-28) is funded from ongoing LCFF revenue and property tax growth together with \$2,000,000 in ongoing expenditure reductions and/or fiscal stabilization measures to be identified through budget development. The multiyear projections on Page 5 carry both years' increases forward on a compounded basis, including step and column movement on the restructured schedule and statutory

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Unrestricted General Fund**Enter Bargaining Unit: **RCTA**

	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (Adopted Budget, June 2026)	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)	\$ 39,666,972	\$ 785,109	\$ -	\$ 40,452,081
Classified Salaries (2000-2999)	\$ 15,863,688	\$ -	\$ -	\$ 15,863,688
Employee Benefits (3000-3999)	\$ 24,268,689	\$ 188,651	\$ -	\$ 24,457,340
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	\$ 87,546,637	\$ 973,760	\$ -	\$ 88,520,397
OPERATING SURPLUS (DEFICIT)	\$ 26,330,496	\$ (973,760)	\$ -	\$ 25,356,736
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -		\$ 1,750,000	\$ 1,750,000
TRANSFERS OUT & OTHER USES (7610-7699)	\$ -	\$ -	\$ -	\$ -
CONTRIBUTIONS (8980-8999)	\$ (26,832,331)	\$ -	\$ -	\$ (26,832,331)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (501,835)	\$ (973,760)	\$ 1,750,000	\$ 274,405
BEGINNING BALANCE	\$ 5,293,734			\$ 5,293,734
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 4,791,899	\$ (973,760)	\$ 1,750,000	\$ 5,568,139
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)	\$ 4,711,899	\$ (973,760)	\$ 1,750,000	\$ 5,488,139

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Restricted General Fund**

Enter Bargaining Unit:

RCTA

	Column 1 Latest Board- Approved Budget Before Settlement (Adopted Budget, June 2026)	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)	\$ 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)	\$ 12,701,661	\$ 642,362	\$ -	\$ 13,344,023
Classified Salaries (2000-2999)	\$ 13,923,206	\$ -	\$ -	\$ 13,923,206
Employee Benefits (3000-3999)	\$ 17,169,236	\$ 154,350	\$ -	\$ 17,323,586
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	\$ 63,725,891	\$ 796,712	\$ -	\$ 64,522,603
OPERATING SURPLUS (DEFICIT)	\$ (27,313,793)	\$ (796,712)	\$ -	\$ (28,110,505)
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	\$ (481,462)	\$ (796,712)	\$ -	\$ (1,278,174)
BEGINNING BALANCE	\$ 7,454,743			\$ 7,454,743
Prior-Year Adjustments/Restatements (9702/9705)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 6,973,281	\$ (796,712)	\$ -	\$ 6,176,569
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)	\$ -	\$ (796,712)

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Combined General Fund**

Enter Bargaining Unit:

RCTA

	Column 1 Latest Board- Approved Budget Before Settlement (Adopted Budget, June 2026)	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)	\$ 52,368,633	\$ 1,427,471	\$ -	\$ 53,796,104
Classified Salaries (2000-2999)	\$ 29,786,894	\$ -	\$ -	\$ 29,786,894
Employee Benefits (3000-3999)	\$ 41,437,925	\$ 343,001	\$ -	\$ 41,780,926
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	\$ 151,272,528	\$ 1,770,472	\$ -	\$ 153,043,000
OPERATING SURPLUS (DEFICIT)	\$ (983,297)	\$ (1,770,472)	\$ -	\$ (2,753,769)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ -	\$ 1,750,000	\$ 1,750,000
TRANSFERS OUT & OTHER USES (7610-7699)	\$ -	\$ -	\$ -	\$ -
CONTRIBUTIONS (8980-8999)	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (983,297)	\$ *	\$ 1,750,000	\$ (1,003,769)
BEGINNING BALANCE	\$ 12,748,477			\$ 12,748,477
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 11,765,180	\$ (1,770,472)	\$ 1,750,000	\$ 11,744,708
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)	\$ 4,711,899	\$ (1,770,472)	\$ 1,750,000	\$ 4,691,427

* 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:

RCTA**Includes RCAA and CSEA AB1200 Impacts**

	FY 26-27	FY 27-28	FY 28-29
	Total Current Budget After Settlement	First Subsequent Year After Settlement	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)	\$ 53,796,104	\$ 55,472,653	\$ 56,304,743
Classified Salaries (2000-2999)	\$ 29,786,894	\$ 30,233,697	\$ 30,687,202
Employee Benefits (3000-3999)	\$ 41,780,926	\$ 42,913,564	\$ 43,789,001
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		\$ (2,000,000)	
TOTAL EXPENDITURES	\$ 153,043,000	\$ 152,811,593	\$ 157,733,782
OPERATING SURPLUS (DEFICIT)	\$ (2,753,769)	\$ 4,246,801	\$ 6,392,974
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 1,750,000	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ -	\$ -	\$ -
CONTRIBUTIONS (8980-8999)	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (1,003,769)	\$ 4,246,801	\$ 6,392,974
BEGINNING BALANCE	\$ 12,748,477	\$ 11,744,708	\$ 15,991,509
CURRENT-YEAR ENDING BALANCE	\$ 11,744,708	\$ 15,991,509	\$ 22,384,483
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)	\$ 4,691,427	\$ 4,641,516	\$ 5,428,857

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)	\$ 153,043,000	\$ 152,811,593	\$ 157,733,782
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	\$ 4,591,290	\$ 4,584,348	\$ 4,732,013

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

a.	General Fund (Fund 01) Stabilization Arrangements, % Unassigned Fund Balance (includes Reserve for Economic Uncertainties)	\$ 4,691,427	\$ 4,641,516	\$ 5,428,857
b.	Special Reserve Fund (Fund 17) Unassigned Fund Balance	\$ -	\$ -	\$ -
c.	Total Available Reserves	\$ 4,691,427	\$ 4,641,516	\$ 5,428,857
d.	Reserve for Economic Uncertainties Percentage	3.07%	3.04%	3.44%

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

FY 26-27

Yes

☒

No

☐

FY 27-28

Yes

☒

No

☐

FY 28-29

Yes

☒

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 the **Redwood City Teachers Association** (Bargaining Unit), during the term of the agreement from July 1, 2026 to June 30, 2028.



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