MEMORANDUM OF UNDERSTANDING
BETWEEN
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS CHAPTER 5
AND
REDWOOD CITY SCHOOL DISTRICT

Clarification on cumulative intent - Longevity payments

This agreement is between the California School Employees Association and its Chapter 5 (CSEA) and the Redwood City School District (District), collectively referred to as "the parties", regarding clarification on the cumulative intent of longevity payments detailed in Article 6.1.2 of the CSEA Master Contract.

Background

On March 5, 2026, the District received a notification from the San Mateo County Office of Education (SMCOE) and the CalPERS Audit Compliance & Resolution Unit (CalPERS) that longevity payments reported by the payroll department in the District's new payroll system do not constitute compliance under the CalPERS Special Compensation regulations to be included in retirement calculations for CSEA members.

Prior to March 5, 2026, the District and SMCOE submitted contract language from article 6.1.2 and other examples of historical reporting to CalPERS for review on this matter. CalPERS responded with the following statement:

> *"Once, the policy language is amended to indicate clear conditions of payment where the Longevity payments are cumulative in intent, then all reported Longevity Pay will be deemed as compliant and no corrections will be necessary, and then at that point we can re-visit the request to adjust system parameters for more efficient payroll reporting."*

Agreement

This MOU provides clarification on the cumulative intent of the longevity payment language in the CSEA Master Contract. The intent of this language, since its adoption on October 12, 1977, was always, for payments to be cumulative. Longevity payments are compensation in lieu of additional steps on the salary schedule.

6.1.2 **Longevity payments are cumulative in intent.**
Longevity payments will be paid each month for services with the District as follows:

- 6.1.3.1 Upon completion of nine years of service **an additional** 10% increase to the base salary.
- 6.1.3.2 Upon completion of twelve years of service **an additional** $50.00 per month.
- 6.1.3.3 Upon completion of fifteen years of service **an additional** $60.00 per month.
- 6.1.3.4 Upon completion of eighteen years of service **an additional** $60.00 per month.
- 6.1.3.5 Upon completion of twenty-one years of service **an additional** $65.00 per month.
- 6.1.3.6 Upon completion of twenty-four years of service **an additional** $65.00 per month.
- 6.1.3.7 Upon completion of twenty-seven years of service **an additional** $65.00 per month.
- 6.1.3.8 Upon completion of thirty years of service **an additional** $200.00 per month.
- 6.1.3.9 Upon completion of thirty-three years of service **an additional** $215.00 per month.
- 6.1.3.10 Upon completion of thirty-six years of service **an additional** $230.00 per month.

Years of service	Amount	Cumulative amount
9 years	10% increase to base salary	
12 years	$50 per month	10% inc to base salary + $50 per month
15 years	$60 per month	10% inc to base salary + $110 per month
18 years	$60 per month	10% inc to base salary + $170 per month
21 years	$65 per month	10% inc to base salary + $235 per month
24 years	$65 per month	10% inc to base salary + $300 per month
27 years	$65 per month	10% inc to base salary + $365 per month
30 years	$200 per month	10% inc to base salary + $565 per month
33 years	$215 per month	10% inc to base salary + $780 per month
36 years	$230 per month	10% inc to base salary + $1010 per month

	SIGNATURE	DATE
Patricia Perez, Director of Human Resources	Patricia Perez	4/15/26
Shaunna Ingersoll, Vice President, Chapter 5	Shaunna Ingersoll	04/15/26
Mark Westerberg, CSEA LRR	Mark Westerberg	4/21/26