

TENTATIVE AGREEMENT
REDWOOD CITY SCHOOL DISTRICT
and
REDWOOD CITY TEACHERS ASSOCIATION
2026-29 Contract Negotiations
Date: May 28, 2026

The Redwood City School District (District) and the Redwood City Teachers Association (RCTA) agree to the following to settle successor contract negotiations for 2026-2029. For the 2028-2029 school year, the parties may reopen negotiations on Article 6 and two other articles chosen by each party. The following Articles were agreed upon and are attached.

Articles:

RCTA	RCSD
 Amy Barstad, Lead Negotiator 5/28/26	 Wendy Kelly, Deputy Superintendent
 Brenna Geer, Teacher	 Rick Edson, CBO
 Erinn Washburn, Teacher	 Tina Mercer, Principal
 Kristy Herrera, Teacher	

RCTA to RCSD

5/28/26

Article 1

- ~~1. This Tentative Agreement concludes negotiations for the third and final year (2022-2023 of the parties' 2020-2023 negotiated Agreement.~~

This Agreement shall remain in full force and effect from the date of ratification by the Governing Board up to and including July 1, ~~2023~~ 2026 through June 30, ~~2026~~ 2029 school years, with agreement of both parties. For the ~~2024-2025~~ 2028-2029 school year and ~~2025-2026 school years~~, the parties may reopen Article 6 and two other articles.

WA AB

RCTA to RCSD

5/28/26

Article 2

The Association shall be certified as the exclusive representative of a unit including all regular full-time certificated and part-time certificated teachers, summer school teachers, substitutes, home teachers, teacher interns, speech therapists, nurses, Child Development Center teachers, preschool teachers, resource teachers, counselors, outreach specialists, librarians, E.S.L. teachers, Bilingual Newcomer Center teachers, music teachers, special education teachers, adaptive P.E. teachers, and excluding only those School District employees considered management, supervisory and confidential as excluded by the Act as outlined by PERB. Certificated management positions are those with superintendent in the title and those with one of the following in the title: director, coordinator, principal, supervisor, manager, administrative assistant, guidance consultant, and psychologist.

Status Quo

The District and the Union recognize the valuable contributions of international educators in enriching the educational experience of our students and enhancing cultural exchange. This ~~article-paragraph~~ aims to ensure the respectful and fair treatment of international educators, and to provide a framework for adequate support to help them integrate into the District, their union, and our community effectively. An international educator, for purposes of this ~~article~~ paragraph, is a certificated educator recruited by RCSD or its agents/representatives, who is not a citizen of the United States, in order to provide ongoing educational services as a certificated employee of RCSD to students within RCSD.

RCSD Counter Proposal to RCTA
2026-29 Successor Negotiations

Date: May 5, 2026 Time: 10:27am

Article 4: All other Articles are Status Quo

~~4.1.2 Kindergarten teachers will be assigned to instructional time of 300 minutes per day, which may include any assignment to grades K-3 according to Education Code Section, 46118(d) and Section 11.3 of the Collective Agreement. The 300 minutes per day may be extended or decreased on any one day in order to meet the requirements of a minimum day established by Section 4.6.2, of the Collective Agreement, but shall be structured to average 300 minutes. All references to Kindergarten include Transitional Kindergarten in the Contract. (Want to strike through but add TK and K throughout the contract where Kinder is noted).~~

~~The last 45 minutes of each day for tk-k will be uninterrupted prep time.~~

Status Quo

4.2 Meetings

4.2.1 Bargaining unit members shall not be required to attend more than ~~thirty one (31) thirty (30) thirty (30) thirty two (32)~~ meetings per school year after the workday scheduled on Thursdays. These meetings will not exceed one and one-quarter (1-1/4) hours, unless it is counted as a double meeting and then can be up to two and a half hours. Unit members will not be required to stay in meetings beyond 5:00 PM. Up to 10 meetings may be held as double meetings and may begin after student dismissal on Thursdays. Staff meetings will occur after the workday, except when at least 75% of the teachers vote to start earlier. At the first staff meeting of each school year, the site administration will direct the staff to vote and determine the meeting start time for the school year.

No other Principal directed staff meeting will be scheduled during the same week

Status Quo

Status Quo

4.2.3 District shall not schedule any meetings or activities which conflict with monthly scheduled RCTA/CTA/NEA Representative Council meetings. A schedule of RCTA/CTA/NEA Representative Council meetings will be given to Human Resources and all Principals by the first work day for permanent

members. ~~September 15~~ each school year in order to avoid Principal directed meetings on specific Mondays.

~~4.2.5 All regularly scheduled faculty meetings for bargaining unit members required by the District shall be held after the work day.~~

4.3.3 Bargaining unit members shall be released from the work site to pursue work related activities during ~~released~~ Spring conference week whenever they do not have a conference scheduled, provided that an attempt has been made to arrange a conference with the parents or guardians of pupils assigned to the bargaining unit member and the site administrator has been notified.

Status QuoRCT Status Quo

4.3.4 Parent teacher conferences in the Fall shall take place with all parents. Parents ~~must will~~ be invited back for Spring conferences ~~only~~ if their child is academically, behaviorally, or socially at risk.

4.5 Minimum Days

4.5.1 The following days will be minimum days:

- Back to School Night
- Open House
- the last instructional day before Thanksgiving
- the last instructional day before winter break
- the last instructional day before mid-winter break
- the last instructional day before spring break
- the last instructional day in June ~~shall be scheduled as minimum days~~

~~4.6.3 Preparation time for individual classroom teachers will be two periods per full week for teachers in grades TK-5 and in grades 6-8 in K-8 schools. The two periods combined shall be no less than eighty (80) minutes. On weeks where there are more than one minimum day then teachers who miss their preparation period will not be made up.~~

4.6.3 Preparation time for individual classroom teachers will be two periods per full week for 1.0 FTE teachers in grades ~~3-5 and in grades~~ 6-8 in K-8 schools. The two periods combined shall be no less than eighty (80) minutes. Preparation time for individual ~~core~~ 1.0 FTE classroom teachers in grades ~~TK-1st-5th~~ grades will be 80 minutes per week. Preparation time for ~~core~~ 1.0 FTE classroom teachers in grades TK-K will be ~~30~~ 100 minutes ~~per week daily~~. On weeks where there ~~are~~ is more than one minimum day, ~~then preparation periods that are missed will not be made up.~~ teachers who miss their preparation period will not be made up. ~~then preparation periods that are missed will not be made up.~~ Prep time will be prorated for part time teachers.

~~Status Quo~~

~~4.6.5 Speech Language Pathologists will provide services using the 3/1 model. Three weeks of direct services followed by one week of indirect services. Indirect services may consist of, but are not limited to, consultation/collaboration with IEP team members, observations, conferencing, treatment plan development, IEP formulation, progress reporting, AAC updates and training, assessments, and staff education/training.~~

Will discuss 4.6.5 and come back at next negotiations date. RCTA Agrees to Status Quo

Change title to: Speech Language Pathologists



RCSD Proposal to RCTA
2026-29 Successor Negotiations

Date: April 16, 2026 Time: 10:02

Article 5: All other Articles are Status Quo

5.1.1.1 ESY or General Ed Summer School RCSD bargaining unit members are entitled to one (1) day of illness/injury leave that may be used for illness during the current ESY program, that if not used may be accumulated from year-to-year, and from district-to-district.

5.17 Reproductive Loss Leave :- Reproductive Loss Leave (effective January 1, 2024)
The district will provide up to five days of unpaid paid leave for reproductive loss, including miscarriage, stillbirth, or failed adoption/surrogacy/IVF in accordance with Government Code section 12945.6 base on SB 848. This is separate from other paid leave.

Pursuant to California law (Gov. Code section 12945.6), eligible employees may take up to five days of reproductive loss leave following a miscarriage, unsuccessful assisted reproduction, failed adoption, failed surrogacy or stillbirth.

If an employee experiences more than one reproductive loss leave event within a 12-month period, the total amount of time taken shall not exceed 20 days within a 12-month Period.

A. Leave taken for reproductive loss may be taken nonconsecutively.

B. Reproductive loss leave shall be completed within three months of the event entitling the employee to that leave under section 1.

Reproductive loss leave shall be unpaid except that an employee may use personal leave, accrued and available sick leave that is otherwise available to the employee.

For purposes of this section "eligible employee" means a person employed by the District for at least 30 days prior to the commencement of the leave.

5.3 Personal Necessity Leave

5.3.1 Any days of leave of absence for illness or injury allowed pursuant to Section 5.1.1 may be used by the employee at his/her necessity. No more than ten (10) days in any one (1) year may be used for this purpose. Vacation, recreation or social activities are inappropriate use of personal necessity leave. Personnel Personal Necessity for certificated staff can be taken for personal needs beyond the control of the individual unit member. Unit members must enter their absences in Frontline for any absence, for all or any portion of a workday.

5.11.4 The bargaining unit member shall report the nature of all absences to the immediate supervisor on the appropriate District leave form. The District may require evidence of justification for taking any

leave. [Personal injury or illness leaves in excess of the allocated annual leave bank may require the unit member to provide documentation.](#) Salaries shall be paid only for approved paid leaves which are used for stated purposes.

5.4.2 An immediate family member is considered to be the following of either the bargaining unit member or spouse of the member: parent, grandparent, child, grandchild, spouse, parent of unit member's child, sibling, aunt, uncle, [niece, nephew](#), in-laws, domestic partner of the bargaining unit member, any person living in the immediate household and person acting as parental substitute.

[Status quo:](#)

5.7 Leave Without Pay For Child Bearing Preparation

5.7.1 Leave without pay or other benefits may be granted to a bargaining unit member for preparation for childbearing.

5.7.2 The bargaining unit member shall request such leave as soon as practicable, but under no circumstances less than thirty (30) days prior to the date on which the leave is to begin. The request shall be in writing and shall include a statement as to the dates the bargaining unit member wishes to begin and end the leave without pay.

5.7.3 The duration of the leave shall consist of no more than the remainder of the current school year.

5.7.4 The bargaining unit member is not entitled to the use of any accrued sick leave or other paid leave while on child bearing preparation leave.

5.7.5 If a bargaining unit member is on leave for child bearing preparation, and in the event of a miscarriage or death of the child subsequent to childbirth, the bargaining unit member may request an immediate assignment to a unit position. If there is a vacancy for which the bargaining unit member is qualified, the District will assign the bargaining unit member as soon as possible.

5.7.6 Bargaining unit members on unpaid leave may continue receiving fringe benefits at group rates by paying the premiums in accord with District requirements.

5.7.7 In order to receive credit for salary advancement, a bargaining unit member must work at least seventy-five percent (75%) of the number of days school is in session.

5.8 Pregnancy Disability, Leave For Adoption, Child Rearing, Child Bearing

Preparation And Bonding With Infant Leave For Pregnancy Disability

5.8.1 Bargaining unit members are entitled to use sick leave and sick leave differential as set forth in Section 5.1 for disabilities caused or contributed to by pregnancy, miscarriage, childbirth, and recovery therefrom, and shall be limited to those disabilities as set forth above. The length of such disability leave, including the date on which the leave shall commence and

the date on which the duties are to be resumed, shall be determined by the bargaining unit member and the bargaining unit member's physician.

5.8.2 The District will require a medical verification and clearance to return to work as provided in Sections 5.1.3 and 5.1.4.

5.8.3 Bargaining unit members who are pregnant shall not lose compensation nor have compensation charged to personal illness or injury leave, if there are medically verified conditions in the workplace which would endanger the health of the mother or unborn child.

5.9 Child Bonding Leave

5.9.1 Each bargaining unit member may be allowed up to twelve (12) weeks leave for purposes of child bonding occasioned by the birth of the unit member's child, or the placement of a child with the unit member in connection with the unit member's adoption or foster care of the child as provided by the CFRA.

5.9.2 Pursuant to the CFRA, child bonding leave must be completed within one year of the birth, adoption, or foster care placement of a child.

5.9.3 Pursuant to Education Code section 44977.5, in order to qualify for child bonding leave unit members' must have completed one year (twelve months of service) for the District, but are not required to have at least 1,250 hours of service during the previous one year (twelve months) Period.

5.9.4 For mothers, the 12 week child bonding leave shall commence at the conclusion of any pregnancy disability leave.

5.9.5 For non-birthing parents, the 12 week child bonding leave shall commence on the first day of such leave and run concurrently with FMLA and CFRA.

5.9.6 Pursuant to Education Code section 44977.5, if a unit member exhausts

his/her accumulated sick leave prior to expiration of the 12 week child bonding leave, s/he shall be entitled to differential pay as defined in 5.2.5.1 below for the balance of the 12 week period; however, for child bonding leave only the differential may not be less than fifty percent (50%) of the unit member's regular rate of pay or the amount reflected in 5.1.5.1 whichever is greater.

5.9.7 The minimum duration of child bonding leave shall be two weeks and the District may grant up to two requests for child bonding leave.

5.9.8 Where both parents are employees of the district, the two parents are entitled to their own period of up to twelve (12) workweeks of bonding Leave.

5.9.9 The District must be provided with at least thirty (30) days prior notice of intent to take child bonding leave, except in the case of emergency.

5.9.10 This leave will run concurrently with leave rights under the Federal Family and Medical Leave Act (FMLA) and the California Family Rights Act

~~This section should be rewritten so that it would be in compliance with prospective legislation AB65.~~

~~ARTICLE 5 example language~~

~~PAID DISABILITY AND PARENTAL LEAVE (AB 65)~~

~~5.1 Purpose~~

~~The parties agree to implement the provisions of **Assembly Bill 65 (AB 65)** to provide paid disability and parental leave for eligible unit members in connection with pregnancy, childbirth, recovery, and parental bonding, and to promote employee retention and continuity of service.~~

~~5.2 Eligibility~~

~~All unit members who meet the eligibility requirements established under AB 65 shall be entitled to the benefits of this Article without discrimination.~~

~~5.3 Leave Entitlement~~

~~Eligible unit members shall be entitled to **up to fourteen (14) weeks of paid disability and parental leave** for pregnancy, childbirth, stillbirth, recovery therefrom, and/or bonding with a new child, as authorized by AB 65.~~

~~5.4 Compensation During Leave~~

~~Unit members taking leave under this Article shall receive full salary or wage replacement as required by law. Unit members shall not be required to use, exhaust, or reduce accrued sick leave, extended sick leave, vacation leave, personal necessity leave, differential leave, or any other earned leave balances in order to receive paid leave under AB 65.~~

~~5.5 Preservation of Leave Balances~~

~~Leave taken pursuant to this Article shall be in addition to all other contractual and statutory leave entitlements and shall not diminish accrued or future leave balances.~~

~~5.6 Benefits Continuation~~

~~During leave taken under this Article, the District shall continue all health and welfare benefits, retirement contributions, and other employment benefits to the same extent as if the unit member were actively employed.~~

~~5.7 Job Protection~~

~~Upon return from leave under this Article, the unit member shall be reinstated to the same position held prior to leave or to a substantially similar position, with no loss of seniority, tenure, step and column placement, or employment status.~~

~~5.8 Non-Retaliation~~

~~No unit member shall be disciplined, retaliated against, or subject to adverse employment action for requesting, taking, or returning from leave under this Article. Use of AB 65 leave shall not constitute a break in service for any purpose.~~

~~5.9 Coordination With Other Leave Laws~~

~~Leave provided under this Article shall run concurrently with the Family and Medical Leave Act (FMLA), the California Family Rights Act (CFRA), and other applicable leave laws to the extent permitted by law, while preserving the maximum lawful benefit to the unit member.~~

~~5.10 Implementation and Reopener~~

~~This Article shall be interpreted and administered in accordance with AB 65 and applicable law. In the event AB 65 is amended, clarified by regulation, or interpreted by a court of competent jurisdiction, the parties agree to reopen this Article as necessary to ensure compliance.~~

~~AB 65, as introduced, Aguiar-Curry. School and community college employees: paid disability and parental leave.~~

~~Existing law requires the governing board of a school district, and the governing board of a community college district, to provide for a leave of absence from duty for a certificated employee or an academic employee of the district who is required to be absent from duty because of pregnancy, miscarriage, childbirth, and recovery from those conditions.~~

~~Existing law authorizes the governing board of a school district, and the governing board of a community college district, to provide for a leave of absence from duty as it deems appropriate for a female employee in the classified service of the district who is required to be absent from duty because of pregnancy or convalescence following childbirth. Existing law authorizes a governing board to adopt rules and regulations about leaves of absence for classified employees for these purposes, and authorizes a governing board to provide in the rules and regulations whether the leave granted shall be with or without pay, as provided.~~

~~This bill would delete the latter provisions authorizing a governing board of a school district and the governing board of a community college district to adopt those rules and regulations. The bill instead would require a public school employer to, for a certificated employee or an employee in the classified service of the public school employer, and would require a community college district to, for an academic employee or an employee in the classified service of the community college district, provide up to 14 weeks of a leave of absence with specified pay benefits for an employee who is required to be absent from duty because of pregnancy, miscarriage, childbirth, termination of pregnancy, or recovery from those conditions, as provided. The bill would authorize the paid leave to begin before and continue after childbirth if the employee is actually disabled by pregnancy, childbirth, termination of pregnancy, or a related condition. The bill would prohibit a leave of absence taken pursuant to these provisions from being deducted from other leaves of absence, as provided, and would require public school employers and community college districts to maintain group health coverage for an employee who takes a leave of absence under these provisions for the duration of the leave of absence at the same level and under the same conditions that coverage would have been provided if the employee had not taken a leave of absence. The bill would prohibit any other eligibility requirements, including, but not limited to, minimum hours worked or length of service, before an employee disabled by pregnancy, childbirth, termination of pregnancy, or related medical conditions is eligible for a paid leave of absence under these provisions.~~

RCTA Agrees 4/16/26



NEW RCTA to RCSD COUNTER PROPOSAL 5/28/26

Time: 12:30pm

Article 6

Year 1 salary increase effective 7/1/26:

- ~~Steps-Rows~~ 1 and 2 are eliminated on the Certificated Teacher Salary Schedule
- In creating the new salary schedule for 2026-27, remove most plateau steps, ~~adjust 3 plateau steps~~ by adding 0.3% to certain cells in order to eliminate most plateaus.
- \$2000 added to all cells in all rows of the CDC and SLP salary schedules
- ~~\$550 \$750 \$500 \$700~~ added to each cell starting in new Rows 11-23 of the Certificated Teacher Salary Schedule

Year 2 effective 7/1/27:

- Add ~~\$250 \$750 \$700~~ \$350 to the 2026-27 salary schedule for cells in Rows 1-10.
- Add ~~2.8%~~ 3% to the 2026-27 salary schedule for cells in Rows 11-23.
- Add ~~2.8%~~ 3% for CDC and SLP for cells in all steps rows on the salary schedule.

If the Measure C June 2026 parcel tax passes in June 2026, all bargaining unit members ~~RCTA members teachers~~ will receive an additional 3% increase on the 2026-27 salary schedule through June 2034 as an “overlay” which is defined below.

The District will implement the foregoing 3% salary schedule increase as a 3% salary schedule overlay applicable to all bargaining unit members, effective July 1, 2026. The overlay will be applied uniformly across all steps and columns of the 2026–27 salary schedule and will be considered part of compensation for all purposes.

This salary schedule overlay is contingent upon the continued availability of parcel tax revenues. If such revenues are no longer available, the overlay will be discontinued, and the salary schedule will revert to the base schedule that would have been in effect without ~~before the~~ overlay. (Should the parcel tax not pass, this section above, beginning with “If the Measure C parcel tax...” will not be placed in the contract.)

RCTA to RCSD Counter Article 8
2026-29 Successor Negotiations

Date: May 5, 2026

Time: 9:39

Article 8: All other Articles are Status Quo

Article 8

Class size is defined as the total number of students per class or contacts per day that are served by a teacher. Individual class sizes shall not exceed the following:

8.1.1 TK

- ~~TK- The student teacher ratio in TK shall not exceed 12:1 10:1, nor shall the maximum class size exceed 24 20, or any applicable statutory maximum ratio/class size, whichever is lower. The staffing ratio for TK will be staffed according to state law.~~

8.1.2 K-2

- ~~Kindergarten -29 22-24 students~~
- ~~1st -29 22-24 students~~
- ~~2nd -29 22-24 students~~

8.1.2.1 ~~Notwithstanding the K-2 class sizes set forth above, for the 2024-2025 and 2025-2026 school years (the remaining term of this Agreement), the following shall apply:~~

- ~~The District-wide staffing ratio for grades K-1-2 shall be 22:1 25:1.~~
- ~~No individual K-1-2 class shall exceed 24 28 and the District will strive to enroll students at 22:1 25:1.~~
- ~~Kindergarten class size will be 25.~~
- ~~All Kindergarten classrooms will have an instructional aide.~~
- ~~By the 27-28 school year all K-2 class sizes will be 25.~~
- ~~The District-wide staffing ratio for grades K-2 shall be 22:1 25:1.~~
- No individual K-2 class shall exceed 28 and the District will strive to enroll students at 25:1.

AB

- ~~Beginning in the 2027-28 school year, the District will strive to staff Kindergarten classrooms at 24-22, but no individual class size will exceed 27-25.~~
- Beginning the 2027-28 school year, Kindergarten classrooms will be limited to 25 students.
- ~~Beginning in the 2028-29 school year, the District will strive to staff 1st grade classrooms at 24-22, but no individual class size will exceed 27-25.~~
- Beginning the 2028-29 school year 1st-grade classrooms will be limited to 25 students.
- ~~Beginning in the 2029-30 school year, the District will strive to staff 2nd grade classrooms at 24-22, but no individual class size will exceed 27-25.~~
- Beginning the 2029-30 school year 2nd-grade classrooms will be limited to 25 students.

~~8.1.2.2 Individual K-2 class size maximums shall automatically return to the numbers first set forth above in section 8.1.2 commencing with the 2026-2027 school year absent a written agreement between the parties providing otherwise.~~

8.1.3 3-5

- 3rd-31 28 students
- 4th-31 28 students
- 5th-31 28 students

Status Quo

8.1.4 Should a waiver be sought for class size/daily student contact a unit member submits ~~begins~~ a request for a waiver to the class size limit listed in section 8.1 of this Agreement by submitting a request to the site Principal. A copy of the request is submitted at the same time to the RCTA President and the Human Resources Department. The Association will consider the request on the merits and in good faith for approval by the RCTA President.

8.2 The following class size shall prevail for grades seven (7) and eight (8) and grade six (6) when included in the middle schools.

8.2.1 The total number of pupil contacts per day assigned to a given bargaining unit member shall not exceed the aggregate of one hundred seventy (170), except for physical

education, which shall not exceed 190. No class may exceed thirty-five (35) ~~(30)~~ except for special programs defined below. If an individual class size must exceed thirty-five (35) ~~(30)~~, the principal and the individual teacher will review all the options and develop a plan prior to exceeding thirty-five (35) ~~then the standard waiver process must be followed.~~ Under no circumstances will an assigned class size exceed forty (40) ~~(35)~~ pupils.

Status Quo

~~8.2.2 Classes will be organized to stay within the limits outlined within ten (10) school days after the first day of instruction.~~

8.2.2 Within ten (10) school days after the first day of instruction, classes shall be organized to remain within the established limits. Classes will be reasonably balanced within grade levels. and to promote equitable class sizes within grade levels at each site. across schools in the district. (move to 8.1)

8.4 Special Situations

8.4.1 Teacher initiated regrouping for instructional purposes, such as ELD or Reading Intervention, PE, or electives may exceed maximum class size for a portion of the day.

~~8.4.4.3 The provisions of the Article shall be implemented in the 2017-2018 school year on a "pilot" basis. District and Association leadership shall consult as needed throughout this period as to the efficacy of these sections and shall jointly communicate with the member related to program and purpose. This Article may be reopened by either party for the 2018-2019 school year.~~

ME AB

RCTA Counter Proposal to RCSD
2026-2029 Successor Negotiations

Date: **April 16, 2026** Time: 9:34

Article 9

9.3.2 Preliminary Conference Meeting Each principal will discuss evaluation procedures during the first three (3) weeks of the beginning of school during a staff meeting. All teachers will have a copy of the electronic evaluation instruments. ~~In order to support teachers in CSTP 6, a goal-setting meeting shall be held between the teacher and the supervisor to discuss performance goals for the year prior to October 15th of each year.~~ The teacher and supervisor will meet over the course of the year to reflect and discuss the teacher's growth goals.

WK AB

RCSD Counter Proposal to RCTA
2026-29 Successor Negotiations

Date: April 16, 2026 Time: 10:24 am

Article 10: All other Articles are Status Quo

~~10.3 No reports or material of any kind relating to matters which were reported more than thirty (30) calendar days prior to their being called to the attention of the bargaining unit member shall be included in the file; neither may they be used in any proceeding against the bargaining unit member.~~

~~10.34~~ 10.4 Material in personnel files of bargaining unit members, which may serve as a basis for affecting the status of employment, is to be made available upon request for the inspection of the affected bargaining unit member. The bargaining unit member may not inspect the material obtained prior to employment, material prepared by identifiable examination committee members, or material obtained in connection with a promotional examination.

Status Quo

RCTA Agrees 4/16/26

A handwritten signature in blue ink, appearing to be "W.K. AB", is written over the "RCTA Agrees 4/16/26" text.

RCTA Counter Proposal to RCSD
2026-2029 Successor Negotiations

Date: **April 16, 2026** Time: 9:37

Article 11

11.1.1 An annual questionnaire will be sent in **December 15th and must be completed and returned within 30 days January** to determine future vacancies and the assignment preferences of bargaining unit members. **Unit members must complete this questionnaire, ED Code 44842. (a) outlines the requirements to report any separation by employees from the district by June 30th of the current school year.**



RCSD Counter Proposal to RCTA
2026-29 Successor Negotiations

Date: April 16, 2026 Time: 10:40

Article 12: All other Articles are Status Quo

12.3 The hours of employment for California State Preschool Program (CSPP) bargaining unit members shall be either

- a) eight (8) hours for 208 work day employees, including a minimum of a ~~thirty (30)~~ **forty (40)** minute duty free lunch period and two (2) ~~ten (10)~~ **fifteen (15)** minute rest breaks or,
- b) seven (7) hours for 185 work day employees, including a minimum of a ~~thirty (30)~~ **forty (40)** minute duty free lunch period and two (2) ~~ten (10)~~ **fifteen (15)** minute rest breaks.

12.6 Pupil/teacher ratio for the California State Preschool Program (CSPP) shall conform to the Title 5 Child Care Regulations.

~~**12.6.1** When child-teacher ratios are exceeded, time compensation will be provided as determined by the California State Preschool Program (CSPP) director in consultation with the staff.~~

RCSD Counter Proposal to RCTA
2026-29 Successor Negotiations

Date: April 16, 2026 Time: 3:58 pm

Article 14: All other Articles are Status Quo

Article 14

14.3.4 Student Suspension By Teachers

A teacher may suspend any student from the teacher's class for any of the acts enumerated in Education Code Sections 48900 and 48910 for the day of the suspension and the day following. The teacher shall immediately report the suspension to the responsible administrator for appropriate action. As soon as possible, the teacher shall ask the student's parents or guardian to attend a parent-teacher conference regarding the suspension. The student shall not be returned to the class from which the student was suspended, during the period of the suspension, without the concurrence of that class' teacher and the administrator.

The acts referred to in the Education Code sections cited above are as follows:

Violence/Threats: Causing or threatening physical injury.

Substance Abuse: Possessing, selling, or being under the influence of drugs, alcohol, or intoxicants (even marijuana on campus).

Property Crimes: Damaging or stealing school or private property.

Weapons: Possessing firearms (with rare exceptions), knives, or explosives.

Sexual Misconduct: Committing sexual assault or battery.

Tobacco/Nicotine: Possessing or using tobacco/nicotine products (except prescribed meds).

Defiance/Profanity: Habitual profanity or vulgarity.

Bullying: Engaging in bullying, including impersonation for bullying.

Imitation Firearms: Possessing imitation firearms that look real

14.3.5 Cyberbullying

~~Unit members who have been, or are being assaulted, while acting in discharge of their duties, the~~ The District will provide assistance within the District's purview and jurisdiction and consistent with the District policy and the law, to unit members who report and have been or are subject to cyberbullying. For the purpose of this section, cyber bullying includes the electronic/digital transmission of information in any format (e.g., text, sound, images) which may meet the legal definition of harassment, threats, defamation/slander or invasion of privacy in the public school setting. If the District determines a unit member has been subjected to any of the conduct described above, either the District or the Association may request a meeting to review the supports available to the affected member. In cases where the unit member's safety is deemed at risk, the District shall take action within the District's purview and jurisdiction under state and federal law, harassing communications, direct threats, or other harmful texts, sounds, or images on the Internet, social media, or other technologies using a telephone, computer or any wireless communication device. Cyberbullying also includes breaking into another person's electronic account, and assuming that person's identity in order to damage that person's reputation.

14.3.6 Harassment/Threats via Use of District Technology

14.3.6.1 The District shall, pursuant to Board policy and state and federal law, take steps to prevent harassment and threats against employees in the use of District electronic/digital systems and platforms.

14.3.6.1.1 Unit members are encouraged to report unsafe conditions related to harassment or threats in the use of District electronic/digital systems and platforms in writing to their immediate supervisor or to Human Resources, If the District concludes such threats have not occurred, the District will offer a meeting to the unit member to explain its determination.

14.3.6.1.2 If the District determines a unit member is being harassed or threatened due to their employment in the use of District electronic/digital systems and platforms, either the District or the Association may request a meeting to review the supports available to the affected member. In cases where the unit member's safety

is deemed at risk, the District shall take action within the District's purview and jurisdiction under state and federal law.



RCSD Counter Proposal to RCTA
2026-29 Successor Negotiations

Date: April 16, 2026 Time: 11:00am

Article 16: All other Articles are Status Quo

Article 16

16.7 By ~~November~~ September 1 of each year, the District will provide the Association with all unit member information (name; job title; department; work, home and personal cell numbers if on file; personal e-mail if on file; home address) of all bargaining unit personnel.

~~Artificial intelligence shall not be used to replace bargaining unit positions or work regularly or exclusively performed by bargaining unit members without the expressed written agreement by the chapter.~~

16.8 (new number): Artificial Intelligence should be used as a tool to augment and support staff in the performance of their duties and responsibilities. Artificial Intelligence should be used ethically and transparently by all staff, with careful consideration of potential biases, and in compliance with all applicable intellectual property and copyright laws.

RCTA Agrees 4/16/26

A handwritten signature in blue ink, appearing to be "AB", is written over the text "RCTA Agrees 4/16/26".

Year 1 (2026-27) Proposed Salary Schedule

Year 1 salary increase effective 7/1/26:

Steps 1 and 2 are eliminated on the Certificated Teacher Salary Schedule

\$2000 added to all cells in CDC, and SLP salary schedules

\$700 added to each cell starting in new Row 11-23 of the Certificated Teacher Salary Schedule

New Row	3NC	III	IV	V	VI	VII
1	\$67,842	\$71,150	\$74,639	\$78,103	\$81,814	
2	\$67,842	\$74,450	\$78,119	\$81,792	\$85,680	
3	\$71,150	\$77,764	\$81,604	\$85,460	\$89,532	
4	\$74,450	\$81,067	\$85,089	\$89,106	\$93,367	
5	\$77,764	\$84,371	\$88,600	\$92,790	\$97,235	
6		\$87,714	\$92,077	\$96,450	\$101,077	
7		\$91,000	\$95,558	\$100,138	\$104,944	
8		\$94,296	\$99,056	\$103,791	\$108,783	
9		\$97,639	\$102,547	\$107,442	\$112,625	\$117,737
10		\$97,639	\$106,030	\$111,131	\$116,480	\$121,622
11		\$98,339	\$106,730	\$111,831	\$117,180	\$126,336
12		\$98,634	\$107,050	\$112,166	\$117,532	\$126,715
13		\$98,930	\$107,371	\$112,503	\$117,884	\$127,095
14		\$99,660	\$108,052	\$113,152	\$118,510	\$127,665
15		\$99,959	\$108,376	\$113,491	\$118,866	\$128,048
16		\$100,259	\$108,701	\$113,832	\$119,222	\$128,432
17		\$100,560	\$109,027	\$114,173	\$119,580	\$128,817
18		\$100,985	\$109,375	\$114,516	\$119,939	\$129,563
19		\$101,288	\$109,703	\$114,859	\$120,298	\$129,952
20		\$101,592	\$110,032	\$115,204	\$120,659	\$130,342
21		\$101,897	\$110,362	\$115,550	\$121,021	\$130,733
22		\$104,354	\$112,913	\$118,118	\$123,578	\$135,385
23		\$105,381	\$114,024	\$119,280	\$124,794	\$136,718
24						
25						

UK JB

Year 2 (2027-28) Proposed Schedule

Year 2 salary increase effective 7/1/27::

Add \$350 to the 2026-27 salary schedule for cells in Rows 1-10.

Add 3.0% to the 2026-27 salary schedule for cells in Rows 11-23.

Add 3.0% for CDC and SLP for all steps.

New Row (Y2)	3NC	III	IV	V	VI	VII
1	\$67,842	\$71,500	\$74,989	\$78,453	\$82,164	
2	\$67,842	\$74,800	\$78,469	\$82,142	\$86,030	
3	\$71,150	\$78,114	\$81,954	\$85,810	\$89,882	
4	\$74,450	\$81,417	\$85,439	\$89,456	\$93,717	
5	\$77,764	\$84,721	\$88,950	\$93,140	\$97,585	
6		\$88,064	\$92,427	\$96,800	\$101,427	
7		\$91,350	\$95,908	\$100,488	\$105,294	
8		\$94,646	\$99,406	\$104,141	\$109,133	
9		\$97,989	\$102,897	\$107,792	\$112,975	\$118,087
10		\$97,989	\$106,380	\$111,481	\$116,830	\$121,972
11		\$101,289	\$109,932	\$115,186	\$120,695	\$130,126
12		\$101,593	\$110,262	\$115,531	\$121,057	\$130,516
13		\$101,898	\$110,592	\$115,878	\$121,421	\$130,908
14		\$102,650	\$111,294	\$116,547	\$122,065	\$131,495
15		\$102,958	\$111,627	\$116,896	\$122,431	\$131,889
16		\$103,267	\$111,962	\$117,247	\$122,799	\$132,285
17		\$103,576	\$112,298	\$117,599	\$123,167	\$132,682
18		\$104,015	\$112,656	\$117,951	\$123,537	\$133,450
19		\$104,327	\$112,994	\$118,305	\$123,907	\$133,850
20		\$104,640	\$113,333	\$118,660	\$124,279	\$134,252
21		\$104,953	\$113,673	\$119,016	\$124,652	\$134,655
22		\$107,485	\$116,300	\$121,661	\$127,285	\$139,446
23		\$108,542	\$117,445	\$122,859	\$128,538	\$140,820

WK AB

Redwood City School District					
SLP Salary Schedule / DHH Teacher / Teacher for the Visually Impaired					
Effective July 1, 2026 (+\$2,000)					
	1	2	3	4	5
	AB+30	AB+45	AB+60	AB+75	AB+90
	Class 1	Class 2	Class 3	Class 4	Class 5
1	92,589	94,401	96,250	98,134	100,539
2	94,401	96,250	98,134	100,057	102,508
3	96,250	98,134	100,057	102,018	104,519
4	98,134	100,057	102,018	104,019	106,569
5	100,057	102,018	104,019	106,060	108,661
6	102,018	104,019	106,060	108,140	110,794
7	104,019	106,060	108,140	110,263	112,970
8	104,019	108,140	110,263	112,428	115,188
9	104,019	110,263	112,428	114,637	117,453
10	104,019	110,263	114,637	116,890	119,762
11	104,019	110,263	114,637	119,187	122,117
12	106,060	110,263	114,637	119,187	124,520
13	106,060	112,428	114,637	119,187	124,520
14	106,060	112,428	116,890	119,187	124,520
15	106,060	112,428	116,890	121,531	126,970
16	108,140	114,637	116,890	121,531	126,970
17	108,140	114,637	116,890	121,531	126,970
18	108,140	114,637	119,187	121,531	126,970
19	108,140	114,637	119,187	123,923	129,469
20	110,263	116,890	119,187	123,923	129,469
21	110,263	116,890	119,187	123,923	129,469
22	110,263	116,890	119,187	123,923	129,469
23	110,263	116,890	119,187	126,360	132,019
24	110,263	116,890	119,187	126,360	132,019
Master's Degree (Each)		\$2,000			
Doctorate (Each)		\$2,000			
ASHA Certification		\$2,000			

Redwood City School District					
SLP Salary Schedule / DHH Teacher / Teacher for the Visually Impaired					
Effective July 1, 2027 (+3%)					
	1	2	3	4	5
	AB+30	AB+45	AB+60	AB+75	AB+90
	Class 1	Class 2	Class 3	Class 4	Class 5
1	95,367	97,233	99,138	101,078	103,555
2	97,233	99,138	101,078	103,059	105,583
3	99,138	101,078	103,059	105,079	107,655
4	101,078	103,059	105,079	107,140	109,766
5	103,059	105,079	107,140	109,242	111,921
6	105,079	107,140	109,242	111,384	114,118
7	107,140	109,242	111,384	113,571	116,359
8	107,140	111,384	113,571	115,801	118,644
9	107,140	113,571	115,801	118,076	120,977
10	107,140	113,571	118,076	120,397	123,355
11	107,140	113,571	118,076	122,763	125,781
12	109,242	113,571	118,076	122,763	128,256
13	109,242	115,801	118,076	122,763	128,256
14	109,242	115,801	120,397	122,763	128,256
15	109,242	115,801	120,397	125,177	130,779
16	111,384	118,076	120,397	125,177	130,779
17	111,384	118,076	120,397	125,177	130,779
18	111,384	118,076	122,763	125,177	130,779
19	111,384	118,076	122,763	127,641	133,353
20	113,571	120,397	122,763	127,641	133,353
21	113,571	120,397	122,763	127,641	133,353
22	113,571	120,397	122,763	127,641	133,353
23	113,571	120,397	122,763	130,151	135,980
24	113,571	120,397	122,763	130,151	135,980
Master's Degree (Each)		\$2,000			
Doctorate (Each)		\$2,000			
ASHA Certification		\$2,000			

REDWOOD CITY SCHOOL DISTRICT
Salary Schedule of Certificated Employees
Child Development - Preschool (185 days)
Effective July 1, 2026 (+\$2,000)

STEP	CLASS I Provisional with up to	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
	89 Units	90 Units	BA Degree	BA + 15	BA + 30*	E.C. SPECIALIST**
1	37,499	40,804	44,101	47,410	50,714	
2	39,149	42,445	45,753	49,057	52,355	SEE BELOW
3	40,804	44,101	47,410	50,714	54,011	
4	42,445	45,753	49,057	52,355	55,655	
5	44,101	47,410	50,714	54,011	57,311	
6	45,753	49,057	52,355	55,655	58,962	
7	47,410	50,714	54,011	57,311	60,607	

* The 30 units above the BA Degree must be in the area of early childhood education or related to it or include a Kindergarten, Primary Generalist, or Special Education Specialist.

**EC Specialist is placed on the teachers' Salary Schedule at a level commensurate with experience and training. Although compensation level is based on experience, the level is not to exceed the level of the highest step in the teachers' salary schedule.

Longevity:

10 Years \$500
20 Years \$500

Master's Degree - \$2,000 per Master's Degree
Doctorate - \$2,000 per Doctorate

WK AB

REDWOOD CITY SCHOOL DISTRICT
Salary Schedule of Certificated Employees
Child Development - Preschool (185 days)
Effective July 1, 2027 (+3%)

STEP	CLASS I Provisional with up to 89 Units	CLASS II 90 Units	CLASS III BA Degree	CLASS IV BA + 15	CLASS V BA + 30*	CLASS VI E.C. SPECIALIST**
1	38,624	42,028	45,424	48,832	52,235	
2	40,323	43,718	47,126	50,529	53,926	SEE BELOW
3	42,028	45,424	48,832	52,235	55,631	
4	43,718	47,126	50,529	53,926	57,325	
5	45,424	48,832	52,235	55,631	59,030	
6	47,126	50,529	53,926	57,325	60,731	
7	48,832	52,235	55,631	59,030	62,425	

* The 30 units above the BA Degree must be in the area of early childhood education or related to it or include a Kindergarten, Primary General

**EC Specialist is placed on the teachers' Salary Schedule at a level commensurate with experience and training. Although compensation level

Longevity:

10 Years \$500
20 Years \$500

Master's Degree - \$2,000 per Master's Degree

Doctorate - \$2,000 per Doctorate

REDWOOD CITY SCHOOL DISTRICT
Salary Schedule of Certificated Employees
Child Development - Preschool (208 days)
Effective July 1, 2026 (+\$2,000)

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
	Provisional with up to 89 Units	90 Units	BA Degree	BA + 15	BA + 30*	E.C. SPECIALIST**
1	47,616	51,858	56,096	60,347	64,593	
2	49,736	53,971	58,216	62,461	66,703	SEE BELOW
3	51,858	56,096	60,347	64,593	68,835	
4	53,971	58,216	62,461	66,703	70,941	
5	56,096	60,347	64,593	68,835	73,069	
6	58,216	62,461	66,703	70,941	75,195	
7	60,347	64,593	68,835	73,069	77,306	

* The 30 units above the BA Degree must be in the area of early childhood education or related to it or include a Kindergarten, Primary General I

**EC Specialist is placed on the teachers' Salary Schedule at a level commensurate with experience and training. Although compensation level is

Longevity:

10 Years \$500
20 Years \$500

Master's Degree - \$2,000 per Master's Degree
Doctorate - \$2,000 per Doctorate

REDWOOD CITY SCHOOL DISTRICT
Salary Schedule of Certificated Employees
Child Development - Preschool (208 days)
Effective July 1, 2027 (+3%)

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
	Provisional with up to 89 Units	90 Units	BA Degree	BA + 15	BA + 30*	E.C. SPECIALIST**
1	49,044	53,414	57,779	62,157	66,531	
2	51,228	55,590	59,962	64,335	68,704	SEE BELOW
3	53,414	57,779	62,157	66,531	70,900	
4	55,590	59,962	64,335	68,704	73,069	
5	57,779	62,157	66,531	70,900	75,261	
6	59,962	64,335	68,704	73,069	77,451	
7	62,157	66,531	70,900	75,261	79,625	

* The 30 units above the BA Degree must be in the area of early childhood education or related to it or include a Kindergarten, Primary

**EC Specialist is placed on the teachers' Salary Schedule at a level commensurate with experience and training. Although compensation

Longevity:

10 Years \$500
20 Years \$500

Master's Degree - \$2,000 per Master's Degree
Doctorate - \$2,000 per Doctorate

***8-hour base day