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:	**California School Employees Association (CSEA), Chapter 5**
Certificated, Classified, Other:	**Classified**

The proposed agreement covers the period beginning: **July 1, 2026** (date) and ending: **June 30, 2029** (date)

The Governing Board will act upon this agreement at its meeting on: November 18, 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)	$ 22,411,947	$ 672,358	$ 577,108	$ -
			3.0000%	2.5000%	0.0000%
2	**Step and Column - Increase (Decrease)** Due to movement plus any changes due to settlement	$ -	$ -	$ -	$ -
			%	%	%
3	**Other Compensation - Increase (Decrease)**	$ -	$ 10,500	$ -	$ -
			%	0.0000%	0.0000%
	Other compensation: uniform/footwear reimbursement, up to $150 annually for approximately 70 Fund 01 eligible employees.				
4	**Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicate etc.**	$ 8,410,890	$ 252,327	$ 216,580	$ -
			3.0000%	2.5000%	0.0000%
5	**Health/Welfare Plans:**	$ -	$ 12,000	$ 10,000	$ -
			%	83.3333%	0.0000%
	Health contribution cap increases to $17,000 effective Jan. 1, 2027, and $18,000 effective Jan. 1, 2028. Estimated incremental cost:				
6	**Total Compensation - Increase (Decrease) (Total Lines 1-5)**	$ 30,822,837	$ 947,185	$ 803,688	$ -
7	**Total Number of Employees (Use FTEs if appropriate)**	320.03			
8	**Total Compensation Average Cost per Employee**	96312.33315	2959.675901	2511.289648	0
			3.07%	2.53%	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"?

The CSEA Chapter 5 successor tentative agreement signed October 5, 2026 covers July 1, 2026 through June 30, 2029. Salary schedules increase 3.0% effective July 1, 2026, with an additional 2.5% compounded increase effective July 1, 2027. No salary increase is assumed for 2028-29; economic provisions are subject to reopening. The health and welfare contribution cap increases to $17,000 effective January 1, 2027 and $18,000 effective January 1, 2028. The agreement also provides uniform/footwear reimbursement for eligible employees. The corresponding fiscal-year cost estimates are shown on Page 1.

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

NO

11. Does this bargaining unit have any recipients of life time benefits? If so, please indicate number of 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 cap increases to $17,000 effective January 1, 2027 and to $18,000 effective January 1, 2028.

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

Other provisions concern work hours, overtime/compensatory time, specialized instructional aide assignments, leaves, vacancies, transfers, reclassification and organizational rights. The estimate includes up to $150 per year in uniform/footwear reimbursement for approximately 70 Fund 01 employees ($10,500 annual maximum).

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,

Yes. The 2026-27 model includes a proposed additional $1,250,000 transfer into the unrestricted General Fund, bringing total transfers already assumed for RCTA, RCAA and CSEA to $3,750,000. The 2027-28 plan assumes $4,066,000 in combined expenditure reductions or fiscal stabilization measures.

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, in 2026-27. The CSEA agreement adds an estimated $947,185 of annual General Fund compensation-related costs. With the proposed additional $1,250,000 transfer, the combined General Fund projection still shows an approximately $657,390 decrease in fund balance in 2026-27. The modeled 2027-28 and 2028-29 operating results are positive only after assumed stabilization measures: $4,066,000 in 2027-28, of which $2,201,000 and $1,865,000 continuing into 2028-29. No specific reductions have been identified or approved. The compensation agreement supports employee recruitment and retention.

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

The TA also addresses hours, overtime and compensatory time, leaves, vacancy and transfer procedures, reclassification, specialized duties and CSEA organizational rights.

G. Source of Funding for Proposed Agreement

1. Current Year

The estimated 2026-27 CSEA settlement cost is $947,185, supported by General Fund revenues and a proposed additional $1,250,000 transfer into the unrestricted General Fund. Including the $2,500,000 already assumed following the RCTA and RCAA agreements, total 2026-27 transfers are $3,750,000. The combined General Fund is projected to decrease fund balance by approximately $657,390, while maintaining reserves above 3%.

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

Not applicable. This is a three-year successor agreement (2026-27 through 2028-29). See item 3 below for the funding assumptions for subsequent fiscal years.

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.)

This is a three-year successor agreement effective July 1, 2026 through June 30, 2029. Ongoing settlement costs reflect the compounded 3.0% salary increase in 2026-27 and the additional 2.5% increase in 2027-28, together with estimated health and welfare costs of $12,000 in 2026-27 and $22,000 annually thereafter, and up to $10,500 of annual uniform/footwear reimbursement. No additional 2028-29 salary increase is assumed; economic provisions are subject to reopening. The multiyear plan

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund

Enter Bargaining Unit: **CSEA Chapter 5**

	Column 1	Column 2	Column 3	Column 4
	Latest budget following 2026-27 adopted budget, RCTA and RCAA disclosures	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)	$ 40,587,690	$ -	$ -	$ 40,587,690
Classified Salaries (2000-2999)	$ 15,985,374	$ 369,797	$ -	$ 16,355,171
Employee Benefits (3000-3999)	$ 24,588,585	$ 145,380	$ -	$ 24,733,965
Books and Supplies (4000-4999)	$ 1,402,722	$ 5,775	$ -	$ 1,408,497
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	0	0	
TOTAL EXPENDITURES	$ 88,908,937	$ 520,952	$ -	$ 89,429,889
OPERATING SURPLUS (DEFICIT)	$ 24,968,196	$ (520,952)	$ -	$ 24,447,244
TRANSFERS IN & OTHER SOURCES (8910-8979)	$ 2,500,000	$ -	$ 1,250,000	$ 3,750,000
TRANSFERS OUT & OTHER USES (7610-7699)	$ -	$ -	$ -	$ -
CONTRIBUTIONS (8980-8999)	$ (26,832,331)	$ -	$ -	$ (26,832,331)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	$ 635,865	$ (520,952)	$ 1,250,000	$ 1,364,913
BEGINNING BALANCE	$ 5,293,734			$ 5,293,734
Prior-Year Adjustments/Restatements (9793/9795)	$ -			$ -
CURRENT-YEAR ENDING BALANCE	$ 5,929,599	$ (520,952)	$ 1,250,000	$ 6,658,647
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)	$ 5,849,599	$ (520,952)	$ 1,250,000	$ 6,578,647

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Restricted General Fund

Enter Bargaining Unit: **CSEA Chapter 5**

	Column 1	Column 2	Column 3	Column 4
	Latest budget following 2026-27 adopted budget, RCTA and RCAA disclosures	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)	$ 13,454,975	$ -	$ -	$ 13,454,975
Classified Salaries (2000-2999)	$ 14,022,768	$ 302,561	$ -	$ 14,325,329
Employee Benefits (3000-3999)	$ 17,430,968	$ 118,947	$ -	$ 17,549,915
Books and Supplies (4000-4999)	$ 1,272,300	$ 4,725	$ -	$ 1,277,025
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	0	0	
TOTAL EXPENDITURES	$ 64,840,499	$ 426,233	$ -	$ 65,266,732
OPERATING SURPLUS (DEFICIT)	$ (28,428,401)	$ (426,233)	$ -	$ (28,854,634)
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	$ (1,596,070)	$ (426,233)	$ -	$ (2,022,303)
BEGINNING BALANCE	$ 7,454,743			$ 7,454,743
Prior-Year Adjustments/Restatements (9793/9795)	$ -			$ -
CURRENT-YEAR ENDING BALANCE	$ 5,858,673	$ (426,233)	$ -	$ 5,432,440
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)	$ (1,114,608)	$ (426,233)	$ -	$ (1,540,841)

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Combined General Fund

Enter Bargaining Unit: **CSEA Chapter 5**

	Column 1 Latest budget following 2026-27 adopted budget, RCTA and RCAA disclosures	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)	$ 54,042,665	$ -	$ -	$ 54,042,665
Classified Salaries (2000-2999)	$ 30,008,142	$ 672,358	$ -	$ 30,680,500
Employee Benefits (3000-3999)	$ 42,019,553	$ 264,327	$ -	$ 42,283,880
Books and Supplies (4000-4999)	$ 2,675,022	$ 10,500	$ -	$ 2,685,522
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	$ 153,749,436	$ 947,185	$ -	$ 154,696,621
OPERATING SURPLUS (DEFICIT)	$ (3,460,205)	$ (947,185)	$ -	$ (4,407,390)
TRANSFERS IN & OTHER SOURCES (8910-8979)	$ 2,500,000	$ -	$ 1,250,000	$ 3,750,000
TRANSFERS OUT & OTHER USES (7610-7699)	$ -	$ -	$ -	$ -
CONTRIBUTIONS (8980-8999)	$ -	$ -	$ -	$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	$ (960,205)	$ (947,185) *	$ 1,250,000	$ (657,390)
BEGINNING BALANCE	$ 12,748,477			$ 12,748,477
Prior-Year Adjustments/Restatements (9793/9795)	$ -			$ -
CURRENT-YEAR ENDING BALANCE	$ 11,788,272	$ (947,185)	$ 1,250,000	$ 12,091,087
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)	$ 4,734,991	$ (947,185)	$ 1,250,000	$ 5,037,806

*** 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: **CSEA Chapter 5** **FY27 $4.066m planned reductions: $2.201r**

	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)	$ 30,680,500	$ 31,704,411	$ 32,179,977
Employee Benefits (3000-3999)	$ 42,283,880	$ 43,643,098	$ 44,532,969
Books and Supplies (4000-4999)	$ 2,685,522	$ 2,395,331	$ 2,465,489
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		$ (4,066,000)	$ (1,865,000)
TOTAL EXPENDITURES	$ 154,696,621	$ 153,202,902	$ 158,366,284
OPERATING SURPLUS (DEFICIT)	$ (4,407,390)	$ 3,855,492	$ 5,760,472
TRANSFERS IN & OTHER SOURCES (8910-8979)	$ 3,750,000	$ -	$ -
TRANSFERS OUT & OTHER USES (7610-7699)	$ -	$ -	$ -
CONTRIBUTIONS (8980-8999)	$ -	$ -	$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	$ (657,390)	$ 3,855,492	$ 5,760,472
BEGINNING BALANCE	$ 12,748,477	$ 12,091,087	$ 15,946,579
CURRENT-YEAR ENDING BALANCE	$ 12,091,087	$ 15,946,579	$ 21,707,051
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)	$ 5,037,806	$ 4,596,586	$ 4,751,425

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)	$ 154,696,621	$ 153,202,902	$158,366,284
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	$ 4,640,899	$ 4,596,087	$ 4,750,989

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

a.	General Fund (Fund 01) Stabilization Arrangements, % Unassigned Fund Balance (includes Reserve for Economic Uncertainties)	$ 5,037,806	$ 4,596,586	$ 4,751,425
b.	Special Reserve Fund (Fund 17) Unassigned Fund Balance	$ -	$ -	$ -
c.	Total Available Reserves	$ 5,037,806	$ 4,596,586	$ 4,751,425
d.	Reserve for Economic Uncertainties Percentage	3.26%	3.00%	3.00%

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 California School Employees Association (CSEA), Chapter 5 during the July 1, 2026 through June 30, 2029 successor agreement.

Dr. Christian J Rubalcaba

November 5, 2026

District Superintendent
Dr. Christian J. Rubalcaba

Date

Rick Edson

November 5, 2026

Chief Business Officer
Rick Edson

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
Dr. Christian J. Rubalcaba

Date

Rick Edson

Contact Person

650-423-2232

Phone

President or Clerk of the Governing Board
David Weekly

Date

Audit trail

Details

FILE NAME	26-27 CSEA RCSD AB1200 Disclosure Certification - 11/5/26, 4:45 PM.pdf
STATUS	Signed
STATUS TIMESTAMP	2026/11/06 01:12:57 UTC

Activity

SENT	redson@rcsdk8.net **sent** a signature request to: • Dr. Christian J. Rubalcaba (crubalcaba@rcsdk8.net) • Rick Edson (redson@rcsdk8.net)	2026/11/06 00:49:02 UTC
SIGNED	**Signed** by Rick Edson (redson@rcsdk8.net)	2026/11/06 00:50:22 UTC
SIGNED	**Signed** by Dr. Christian J. Rubalcaba (crubalcaba@rcsdk8.net)	2026/11/06 01:12:57 UTC
COMPLETED	This document has been signed by all signers and is **complete**	2026/11/06 01:12:57 UTC

The email address indicated above for each signer may be associated with a Google account, and may either be the primary email address or secondary email address associated with that account.