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Adam Weinberger
*Association President*

Keith Pace
*Executive Director*

*Member of the AFL-CIO*

*The nation's largest independent classified employee association*

AEU

October 13, 2026

**Via Electronic Only**
sldean5@yahoo.com

Shauna Ingersoll
Chapter President 5
1131 17th Avenue
Redwood City, CA 94063

RE: Tentative Agreement on Successor Agreement 2026-2029

Dear President Ingersoll:

I have received the Successor Agreement tentatively agreed to between the Redwood City School District and California School Employees Association and its Redwood Ch. 5 that will be in effect from July 1, 2026 through June 30, 2029.

It has been reviewed in accordance with Policy 610. I have found no apparent violation of law, CSEA's Constitution and Bylaws, or Policy.

Ratification for this tentative agreement **is** required. After the agreement has been ratified by the chapter, and signed by you, the district, and your Labor Relations Representative (LRR) please provide your LRR with three (3) signed copies of the final agreement. Additionally, please provide your LRR with the ratification date so that we may update our records.

*Please ensure your chapter complies with the Ratification Meeting requirements as identified in your chapter constitution and Policy 610 Ratification Notice.*

I would like to take this opportunity to acknowledge the time and effort spent by you and the Negotiating Committee in negotiations. Your involvement and dedication are truly appreciated.

Please feel free to contact my office if you have any questions or concerns.

Congratulations on your agreement!

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Gabriela Echevarria

Gabriela Echevarria
Field Director

GE/eo

Cc: Opal Okikiade, Regional Representative 40; Cindy Zecher, Chapter 5 Administrator; Kat Salas-Teitgen, Area B Director; Mark Westerberg, Labor Relations Representative; Nathan Jennings, Sr. Labor Relations Representative; file

Tentative Agreement - October 5, 2026
Between California School Employees
Association and Chapter 5 and Redwood City
School District Successor Negotiations 2026-2029

This is a complete tentative agreement between the California School Employees Association ("CSEA") Chapter 5 and the Redwood City School District ("District"). This Agreement shall settle all outstanding contract negotiation items for the 2026-2027, 2027-2028, and 2028-2029 and shall be final and binding upon ratification by CSEA and the District's Governing Board.

The following contract articles are included in this Agreement.

Article 1: Term
Article 5: Hours & Overtime
Article 6: Salary
Article 7: Pay & Allowances
Article 11: Leaves
Article 12: Vacancies
Article 13: Transfer
Article 14: Reclassification
Article 18: CSEA Rights

For RCSD:

Patricia Perez 10/5/26

For CSEA:

RCSD Proposal to CSEA 10/5/26 1:45pm

**Redwood City School District and**
**CSEA Chapter 5**
**2026-2029 Successor Negotiations**

**Tentative Agreement (TA)**
**October 5, 2026**

## ARTICLE 1: TERM

### 1.1 Term

This Agreement shall remain in full force and effect from July 1, ~~2023~~2026 , up to and including June 30, ~~2026~~ 2029. Thereafter it shall continue in effect year by year unless one of the parties notifies the other in writing, no later than March 15, of its request to modify, amend or terminate the agreement.

~~For the 2024-2025 school year, Article 6.2 Fringe Benefits, Classified Work Calendar pursuant to Article 5.7 and one (1) article of each parties' choice may be opened for negotiation.~~

~~For the 2025-2026 school year, Article 6 Salary, Classified Work Calendar pursuant to Article 5.7 and up to two (2) articles of each parties' choice may be opened for negotiation.~~

For the 2027-2028 school year, the Classified Work Calendar pursuant to Article 5.7, may be opened for negotiation. All other articles shall remain fixed, closed, and not subject to bargaining for the first two (2) years of this Agreement, spanning from July 1, 2026 through June 30, 2028.

For the 2028-2029 school year, Article 6 Salary and Classified Work Calendar pursuant to Article 5.7, may be opened for negotiation.

Whenever possible CSEA, Chapter 5, and the District shall meet to develop the specific articles and interests prior to presenting the information to the Governing Board and posting for public notification, the areas of negotiation.

Except as noted above, this agreement resolves all outstanding issues for the new term of agreement, July 1, 2026-June 30, 2029.

CSEA Chapter 5 President: Shawna Tapersoll Labor Rep: Mark Waterbury

District: Patricia Rucz Date: 10/05/2026

District: Date: 10/05/2026

**Redwood City School District and**
**CSEA Chapter 5**
**2026-2029 Successor Negotiations**

**Tentative Agreement (TA)**
**October 5, 2026**

The Redwood City School District (District) and the California School Employees Association Chapter 5 agree to the following TA for the 2026-2027 school year.
*///all sections status-quo, except as follows///*

## ARTICLE 5: HOURS AND OVERTIME

5.4 **Lunch Period/Rest Periods**

5.4.1 All unit members in the Comprehensive Unit on duty for **six (6)** ~~four (4)~~ hours or more shall be entitled to a duty-free, uninterrupted lunch period of no longer than one (1) hour nor less than one-half (½) hour at or about the midpoint of each work shift.

5.4.2 All unit members in the Operations and Support Unit on duty for **six (6)** ~~four (4)~~ hours or more shall be entitled to a duty-free, uninterrupted lunch period of no longer than one-half (½) hour at or about the midpoint of each work shift.

5.5 **Overtime, Extra Time and Compensatory Time**

5.5.4 **Extra Time is defined as authorized hours worked by a part-time employee up to full-time capacity (described in 5.5.1, 5.5.2, or 5.5.3 depending on their Unit Classification), compensated at a straight time (regular pay) rate.**

5.5.5 **Overtime and extra time shall be distributed and rotated as equally as is practical among qualified unit members working in their classification within each department (moved from 5.5.4).** Refusal by a unit member of any overtime or extra time assignment shall not waive his/her right under this section to be offered any subsequent overtime or extra time assignment. Notwithstanding the right of refusal, when no personnel of the proper classification are available during an emergency (an unexpected or unforeseen condition beyond the control of the District) the overtime or extra time may be assigned by management to the unit member who would be in the rotation for the overtime or extra time. In the case of a classification with a single individual, emergency work may be assigned to that individual for accomplishment.

5.5.7.1 **Compensatory time (comp time) is paid time off granted to employees in exchange for working extra or overtime hours instead of receiving additional compensation.** Comp time **worked in excess of 37.5 or 40 hours per week (described in 5.5.1, 5.5.2 and 5.5.3)** shall

be accrued at the overtime rate. **Comp time worked less than 37.5 or 40 hours per week (described in 5.5.1, 5.5.2 and 5.5.3) shall be accrued at the regular rate of pay.** ~~**for work time that exceeds 7.5/8 hours in a day or 37.5/40 hours in a week.**~~

5.5.7.2 By mutual agreement between the unit member and his/her supervisor, a unit member may, in lieu of overtime payment, accumulate compensatory time up to a maximum of eighty (80) hours. Compensatory time shall be taken within twelve (12) months of the end of the fiscal year in which it was earned. Should the unit member and supervisor not reach an agreement regarding the scheduling of compensatory time off within the time limits above, the unit member shall be paid off pursuant to subsection **5.5.1,** 5.5.2 **or 5.5.3** of this Article, **whichever is applicable.**

For RCSD:

For CSEA:

**Redwood City School District and**
**CSEA Chapter 5**
**2026-2029 Successor Negotiations**

**Tentative Agreement (TA)**
**October 5, 2026**

The Redwood City School District (District) and the California School Employees Association Chapter 5 agree to the following TA for the 2026-2027 school year.
*///all sections status-quo, except as follows///*

## Article 6: Salary

*//all sections status-quo except as follows//*

(2026-2027) Effective July 1, 2026, the district shall increase the 2025-2026 CSEA salary schedule by 3%, which shall become the 2026-2027 salary schedule.

(2027-2028) Effective July 1, 2027, the district shall increase the 2026-2027 CSEA salary schedule by 2.5%, which shall become the 2027-2028 salary schedule.

6.2.3 Effective January 1, 2027, RCSD shall pay up to $17,000 annually for each member who holds a full-time position, subject to the eligibility requirements, to be used for employee-only coverage.

Effective January 1, 2028, RCSD shall pay up to $18,000 annually for each member who holds a full-time position, subject to the eligibility requirements, to be used for employee-only coverage.

For RCSD:

For CSEA:

Mark Westerberg, CRYR

**Redwood City School District and**
**CSEA Chapter 5**
**2026-2029 Successor Negotiations**

**Tentative Agreement (TA)**
**October 5, 2026**

The Redwood City School District (District) and the California School Employees Association Chapter 5 agree to the following TA for the 2026-2027 school year.
*///all sections status-quo, except as follows///*

## Article 7: Pay and Allowances

7.6 Overnight Field Trips

7.6.1 In addition to compensation to which the unit member is entitled under ~~this Agreement (~~Article 5~~),~~ (regular hourly rate, plus overtime if applicable, for all time that they are on-duty and/or on-call). a~~n instructional assistant~~ unit member who accompanies a student, as a one-on-one instructional assistant, to an overnight field trip activity, shall be ~~paid their regular hourly rate, plus overtime if applicable, for all time that they are on-duty and/or on-call. Additionally, employees are~~ entitled to a stipend of $150.00, ~~effective July 1, 2023,~~ per day for every day the ~~instructional assistant~~ unit member stays overnight.

7.6.2 The District shall determine the need for an instructional assistant to accompany a student based on the student's IEP. If the instructional assistant normally assigned to a student is unable to attend any part of the education activity, the District shall assign a~~n instructional assistant~~ unit member based on the student's needs ~~and on seniority.~~

7.7 Paraeducator SPED unit members ~~& any other classifications of Instructional Assistants~~ who agree to work with students that require Specialized Duties.

7.7.1 Unit members in the above listed job classification~~s~~ shall be paid a six percent (6%) differential added to their ~~monthly~~ base salary when their assignment requires them to perform the following additional responsibilities for a student in one (1) or more of the following areas:

- Unique needs: solely at the District's discretion the District may authorize payment of the differential when the District concludes that the unique requirements of the above listed ~~Instructional Assistant's~~ Paraeducator SPED's specific assignment reasonably justify the differential.

7.7.2 The District shall give ~~the above listed Instructional Assistant job classifications~~ 20 work days' notice before discontinuing the unit member's specialized duties differential due to the departure of the student from the District, school or program or the discontinuance of the student's specialized services. The District will attempt to assign

the unit member to another student requiring these specialized duties; however no unit member is guaranteed a specialized duties assignment, and a unit member losing the specialized duties differential may not displace another unit member who is providing specialized duties.

7.x Instructional Assistants who agree to work with students that have unique personal hygiene needs

7.x.1 Instructional Assistants assigned to work in Transitional Kindergarten classrooms and State Preschool Instructional Assistants who assist student(s) with personal hygiene needs, including toileting and changing clothes, as needed will be paid an additional two and a half percent (2.5%) on ~~monthly~~ base salary when self-help skills: teaching/assisting students in diapering, toileting and hygiene skills are needed. Employees serving in these positions will attend training on proper toileting procedures by the district before the school year begins.

7.x.2 The District shall give 20 work days' notice before discontinuing the unit member's differential due to the departure of the student from the District, school or program or the discontinuance of the student's unique hygiene needs. The District will attempt to assign the unit member to another student requiring personal hygiene services; however no unit member is guaranteed such an assignment, and a unit member losing the differential may not displace another unit member who is providing hygiene services.

7.x Uniforms/Footwear Reimbursement

The following ~~in~~ Maintenance and Operations ~~and Food Service~~ job classifications shall be provided with uniforms at the District's expense:

- Custodian
- Lead Custodian I and II
- Grounds Specialist
- Maintenance Specialist
- Locksmith
- Painter
- Carpenter
- HVAC Technician
- Plumber
- Maintenance Grounds Lead
- Mechanic
- Lead Mechanic
- Electrician

Employees in Food Service Assistant and Food Service Kitchen Lead classifications shall be provided with aprons ~~year~~ at the District's expense.

Additionally, employees in the classifications described above, including the Food Service classification, shall be provided with a maximum reimbursement of up to $150 per school year towards the cost of footwear which is appropriate for their job. Documentation submitted to the District for reimbursement shall include information verifying job appropriateness of the footwear. If a footwear allowance is used or clothing is provided, it becomes a job requirement.

For RCSD:

For CSEA:

**Redwood City School District and**
**CSEA Chapter 5**
**2026-2029 Successor Negotiations**

**Tentative Agreement (TA)**
**October 5, 2026**

The Redwood City School District (District) and the California School Employees Association Chapter 5 agree to the following TA for the 2026-2027 school year.
*///all sections status-quo, except as follows///*

## ARTICLE 11 LEAVES

### 11.5 Extended Sick Leave

**11.5.1.3.5 If, at the conclusion of all leaves of absence, paid or unpaid, due to industrial or non-industrial illness, or injury, the employee is unable to return to work, with or without reasonable accommodations ~~assume the duties of their position~~, they shall be placed on a reemployment list for a period of thirty-nine (39) months (as defined in Education Code 45195 ~~45298~~).**

11.5.5 By the ~~sixth (6th)~~ seventh (7th) consecutive workday of absence due to illness/disability or in cases where the District suspects abuse of extended sick leave, the unit member shall provide to the Director of Human Resources a written statement from a physician certifying the nature of the illness or disability. Status quo

~~**11.5.8 Upon request, a unit member may hold over 3 (three) days of earned sick leave prior to beginning the use of extended sick leave.**~~

For RCSD:

For CSEA:

Marie Westerby, LRR

**Redwood City School District and**
**CSEA Chapter 5**
**2026-2029 Successor Negotiations**

**Tentative Agreement (TA)**
**October 5, 2026**

The Redwood City School District (District) and the California School Employees Association Chapter 5 agree to the following TA for the 2026-2027 school year.
*///all sections status-quo, except as follows///*

## ARTICLE 12: BARGAINING UNIT VACANCIES

*///all sections status-quo, except as follows///*

**12.1 Definition**
When a new position is created or an existing position is vacated, a vacancy has occurred.

**12.2 Notice of Vacancies**

12.2.1 A notice of job vacancy shall be posted electronically for not less than seven (7) working days, during which time unit members, **including those on a reemployment list,** may file for the vacancy. Unit members needing assistance with viewing and/or applying for online vacancies may make an appointment with the Human Resource Office who will assist the unit member during the posted period.

**12.3 Job Vacancy Filing Procedure**

12.3.3 Job vacancies shall be filled in the following order:

12.3.3.1 The most senior applicant serving in the same classification as the vacancy, who has been screened and interviewed and who possesses the job qualifications and a satisfactory work record shall be given the position.

12.3.4 ~~12.3.3.5~~ Any unit member who has been rejected for a vacancy for which he/she has properly filed shall be given the reasons for such rejection in writing if the unit member so requests within five (5) days of receiving notification of such rejection.

12.3.5 ~~12.3.3.6~~ If a vacancy is improperly filled, it shall be considered vacant immediately upon discovery of the error and filled properly in accordance with this article.

**12.4 Layoff And Reemployment**

~~12.4.1.5 In the event that the District disassociates itself from the CDC, those Instructional Assistants on the payroll prior to 7-1-84 will have seniority in the regular Instructional Assistant classification for the purposes of layoff bumping and recall.~~

~~12.4.1.6 As of the date of ratification, current unit members' seniority ranking shall be grandfathered based on the current "hours in paid status" seniority and assigned a permanent seniority number in classification and former classifications.~~

12.4.1.7 Unit members ~~hired after the date of ratification~~ shall have seniority based on "date of hire **in probationary status.**" ~~The District ceases to track "hours in paid status." Grandfathered unit members, bumping into a lower classification formerly held, shall be ranked in the lower classification based on hours worked prior to date of ratification.~~

***12.6 Paraeducator SPED~~Initial Instructional Assistant~~ Assignment***

*12.6.1 The District shall establish:*

- *an updated list of Paraeducator SPED vacancies for the upcoming school year, including the hours for each position and any other appropriate information about each position; and;*
- *a list of Paraeducator SPED unit members who are displaced due to student and program changes.*

*12.6.2 By May 15, a copy of the above lists, together with a list of unit members in Paraeducator SPED positions in reverse order of job classification seniority, shall be sent electronically to each Paraeducator SPED unit member on the list and to the CSEA Chapter President. Unit members may request hard copies in-lieu of electronic copies of all materials.*

*12.6.3 Displaced Paraeducator SPED unit members shall respond to the District within five business (5) days of receipt of the District's lists (as identified above). The unit member response shall include their preference of vacancies in order of most preferred vacancy to least preferred vacancy.*

*12.6.5 Individual classroom assignments will be made by the District based on unit member preference and unit member seniority (i.e. the most senior employee shall be given their first preference). If two or more employees have the same job classification seniority, then the decision shall be made based on District seniority. If the District seniority is the same, the decision shall be made by* ***lottery*** *~~lot.~~*

*12.6.6 The above described process shall not result in an involuntary reduction of hours for any Paraeducator SPED unit member who is impacted by this process.*

~~*12.6.1 Within ten (10) days after receiving confirmation of funding, the District shall establish:*~~

- ~~*an updated list of instructional assistant vacancies, including appropriate information about each position; and*~~

~~*12.6.2 A copy of this list, together with list of instructional assistants in reverse order of seniority layoff, shall be sent electronically and by mail to each instructional assistant on the reemployment list and to the CSEA Chapter President.*~~

~~*12.6.2.1 Effective July 1, 2019 transmissions of the lists to each instructional assistant and the CSEA Chapter President shall be electronic only.*~~

~~*12.6.3 Instructional Assistants shall respond to the District within five (5) days of receipt of the District's lists.*~~

~~*12.6.4 Those instructional assistants responding that they desire to be reassigned to their previous assignment shall in reverse order of layoff be assigned to their previous school site.*~~

~~*12.6.5 Individual classroom assignments will be made by the principal after consultation with the instructional assistant and the staff involved.*~~

~~12.6.5.1 If no mutual agreement is reached, the instructional assistant involved shall go into the pool arrangement cited below.~~

~~12.6.6 Instructional Assistants responding that they wish a position other than the one they held the previous year, Instructional Assistants whose previous position was abolished, and Instructional Assistants who could not reach mutual agreement in the individual classroom assignment procedure cited above shall go into an instructional assistant pool and shall be reemployed in reverse order of layoff for positions they request from among those positions not filled by subsections 12.6.3, 12.6.4, and 12.6.5 above.~~

~~12.6.7 This process shall continue until all instructional assistants on the reemployment list have secured mutually agreeable positions, rejected all positions available, or all positions have been filled.~~

~~12.6.8 If all instructional assistants on the reemployment list have secured positions or rejected available positions and all available positions have not been filled, new applicants may be considered.~~

For RCSD:

For CSEA:

Mat Westerberg, LRR

**Redwood City School District and**
**CSEA Chapter 5**
**2026-2029 Successor Negotiations**

**Tentative Agreement (TA)**
**September 18, 2026**

The Redwood City School District (District) and the California School Employees Association Chapter 5 agree to the following TA for the 2026-2027 school year.

*///all sections status-quo, except as follows///*

## ARTICLE 13: TRANSFERS

13.1 Transfer Of Personnel

13.1.1 Transfer of personnel may become necessary to equalize workloads to compensate for declining enrollment, because of the closing of a site, or because of emergencies rendering a site inoperable, or when a new program is instituted which requires a cadre of trained personnel not to exceed fifteen percent (15%) of the classified personnel in that program, or other related reasons. **Transfer is defined as a change in assignment within the same classification from one school site or administrative department to another on a permanent basis without a change in classification or salary.**

13.1.1.1 Such transfers shall be initiated by the Superintendent or his/her designee.

13.4 Available Positions

13.4.1 Unit members being transferred shall have the right to apply for any **vacant** ~~*available*~~ position for which they are qualified within the District.

13.4.2 The most senior applicant serving in the same class as the vacancy, who has been screened and interviewed and who possesses the job qualifications and a satisfactory work record shall be given the position.

For RCSD:

For CSEA:

Mark Westerberg, CNA

**Redwood City School District and**
**CSEA Chapter 5**
**2026-2029 Successor Negotiations**

**Tentative Agreement (TA)**
**October 5, 2026**

The Redwood City School District (District) and the California School Employees Association Chapter 5 agree to the following TA for the 2026-2027 school year.
*///all sections status-quo, except as follows///*

## ARTICLE 14: RECLASSIFICATION

**14.3 Process**

14.3.1 Requests for reclassification shall be made once per year, by November 1st or more frequently by mutual agreement between CSEA and the District.

14.3.1.1 Level I Unit members shall submit reclassification requests on forms found in Appendix A. The unit member shall provide the information required according to the applicable criteria set forth above (and specified in the application form) and submit their application to their supervisor by October 15th who shall review the application and add any relevant input. The employee may also provide a copy of their application to the Director of Human Resources. The supervisor shall submit the application to the Director of Human Resources by November 1st and provide the unit member a copy of the signed application form. By November 10, Human Resources shall provide copies of all forms to the CSEA Chapter President.

14.3.1.2 Level II Within thirty calendar days after the November 1st submission deadline, the joint Reclassification Committee consisting of two District representatives, and two CSEA representatives, plus ~~a neutral individual, agreed to by the Parties, who is not a District employee~~ the Human Resource Officer ~~This neutral person~~ who will vote only in case of a tie, ~~and~~ shall meet to review requests. The CSEA Labor Relations Representative will be a nonvoting member of the Committee. Each unit member who has applied for a reclassification shall be provided with an opportunity to orally present their request to the committee, prior to committee's consideration of the unit member's request.

Within four calendar weeks of the committee meeting, the Human Resource Officer shall inform the unit member in writing of the decision of the Committee and their appeal rights, with a copy to the Chapter President and Labor Relations Representative. If the request is disapproved, the unit member may appeal once in writing. The appeal must be submitted to the human resource officer within two calendar weeks of the written decision of the committee. Upon request and at the

discretion of the committee, the rehearing may occur in person and will take place within 45 days. The final decision of the committee will be reduced to writing and provided to the unit member within five (5) working days.

For RCSD:

For CSEA:

Mark Westerby, LR/L

**Redwood City School District and**
**CSEA Chapter 5**
**2026-2029 Successor Negotiations**

**Tentative Agreement (TA)**
**September 21, 2026**

The Redwood City School District (District) and the California School Employees Association Chapter 5 agree to the following TA for the 2026-2027 school year.
*///all sections status-quo, except as follows///*

## ARTICLE 18: ORGANIZATIONAL RIGHTS & SECURITY

### 18.1 CSEA Rights

18.1.1 CSEA shall have the following rights in addition to the rights contained in any other portion of this Agreement:

18.1.1.1 The right of access at reasonable times to areas in which unit members work; ~~as long as the employee's work schedule is not disrupted and permission is obtained from the supervisor at the worksite.~~

18.1.1.2 The right to use, without charge, institutional bulletin boards, mailboxes, and the use of the school mail system, and other District means of communication for the posting or transmission of information or notices concerning CSEA matters; **All materials posted shall** ~~contain the date of posting and expiration date and~~ **be identified as originating from CSEA.**

18.1.1.4 The right to designate a representative from the bargaining unit on the District in-service training committee **(if the District elects to establish one)** which is designed to improve the level of performance and efficiency of the bargaining unit;

18.1.1.8 The right for two (2) CSEA chapter delegates to attend the CSEA Annual Conference or Special Conferences with the release time being paid by the District. **Paid release time shall only be available for bargaining unit employees whose work year extends into the month of CSEA's Summer Conference and shall be limited to 5 District Paid days per delegate.**

For RCSD:

For CSEA: