

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE SCHOOL DISTRICT
WITH THE BARGAINING UNIT (BU)

To be acted upon by the Governing Board at its meeting on : (enter Date)
Budget Revisions to be INPUT no later than 45 days after approval: (will calc + 45 days)
Estimated Agreement Payment Date (enter Date)

GENERAL

Section 1: STATUS OF BARGAINING UNIT AGREEMENTS

This document is REQUIRED whenever a NEW or AMENDED agreement is ratified.

If this Public Disclosure is not applicable to all of the District's bargaining units, indicate the current status (whether settled or pending settlement) of the remaining units:

(Separate disclosures should be made for each bargaining unit agreement)

	# FTE Represented
Certificated: <input type="text" value="Redlands Teachers Association - Settled"/>	<input type="text" value="1,244.2"/>
Classified: <input type="text" value="Redlands Education Support Professionals Association - Pending"/>	<input type="text" value="952.0"/>

Section 2: PERIOD OF AGREEMENT

The proposed agreement covers the period beginning on: (enter Begin Date)
and ending on: (enter End Date)

If this agreement is part of a multi-year contract, indicate ALL fiscal years covered:

Fiscal Years:	2023-24	2024-25
Reopeners: Yes or NO ?	<input type="text" value="No"/>	<input type="text" value="Yes"/>
if Yes, what Areas?	<input type="text" value="Health and Welfare Benefits for 2024-25"/>	

COMPENSATION PROVISIONS

Section 3: SALARIES: PERCENTAGE CHANGE IN SALARIES IN PROPOSED AGREEMENT:

The proposed agreement includes the following costs for salaries for the above-mentioned Bargaining unit:

Current Year Salary Cost Before Settlement
(Based on Year to Date (YTD) Actuals Projected through 6/30):

Current Year Salary Cost After Settlement
(Include any retroactive pay increases or (decreases) or one time bonuses/stipends or (reductions), as applicable):

Total Cost Increase or (Decrease):

Percentage Increase or (Decrease):

SALARY CHANGE FOR AN AVERAGE, REPRESENTED EMPLOYEE FROM PRIOR YEAR

(Includes annual step/column movement on schedule):

<u>Salary Increase or (Decrease)</u>	
% increase or (decrease) to existing schedule	<input type="text" value="6.00%"/> per employee
% increase or (decrease) for one-time bonus/stipend or (salary reduction)	<input type="text" value="0.00%"/> per employee
<u>Step & column</u>	
average % annual change over the prior year schedule	<input type="text" value="1.45%"/> per employee
TOTAL PERCENTAGE CHANGE FOR AVERAGE REPRESENTED EMPLOYEE	<input type="text" value="7.45%"/> per employee

Indicate Change in # of Work Days, Furlough or Additional, Related to % Change	<input type="text" value="0"/>
Indicate Total # of Work Days to be provided for fiscal year:	<input type="text" value="185"/>
Indicate Total # of Instructional Days to be provided for fiscal year:	<input type="text" value="180"/>

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BETWEEN THE

REDLANDS UNIFIED

SCHOOL DISTRICT

Section 4: BENEFITS: PERCENTAGE CHANGE IN EMPLOYEE BENEFITS IN PROPOSED AGREEMENT:

The proposed agreement includes the following costs for employee statutory and health/welfare benefits:

Statutory Benefits: (object 3XXX less 34XX)

(STRS, PERS, Workers Compensation, Unemployment Insurance, Social Security, Medicare)

Total Statutory Benefit Costs:

Current Costs:	\$ 50,421,664.00
Proposed Costs:	\$ 53,446,963.84
Total Cost Increase or (decrease):	\$3,025,299.84
Percentage Change:	6.00%

District Health and Welfare Plans - Object 34XX (Medical, Dental, Vision, Life Insurance, Other)

Total Health and Welfare Costs:

Current Costs:	\$ 13,823,234.00
Proposed Costs:	\$ 13,823,234.00
Total Cost Increase or (decrease):	\$0.00
Percentage Change:	0.00%

Indicate if Health/Welfare Benefits are Capped: (Include details such as different caps per health plans or any super composite rates. Also, indicate if cap includes health benefits only or also other insurances.)

H&W cap is \$13,331. No changes to the cap is negotiated as a part of this TA.

Current Cap:	\$ 13,331.00	
Proposed Cap:	\$ 13,331.00	
Average Capped Amount increase or (decrease) per employee	\$0.00	0.00%

TOTAL COST OR (SAVINGS) OF COMPENSATION CHANGES (REGARDLESS OF WHETHER PREVIOUSLY BUDGETED IN WHOLE OR IN PART)

Section 5: TOTAL COST INCREASE OR (SAVINGS) FOR SALARIES AND BENEFITS IN THE PROPOSED AGREEMENT:

Current Year Combined Cost Before Settlement: (data pulls from above)

(Based on YTD Actuals Projected through 6/30 and current agreement)

Salaries	\$ 144,660,498.00	
Benefits	\$ 64,244,898.00	
Total:		\$ 208,905,396.00

Current Year Cost After Settlement: (data pulls from above)

(Include any retroactive pay increases or (decreases) or one-time bonuses/stipends or (reductions)):

Salaries	\$ 153,340,127.88	
Benefits	\$ 67,270,197.84	
Total:		\$ 220,610,325.72

TOTAL COST INCREASE OR (DECREASE)	\$11,704,929.72
(This amount should tie to the multiyear projection sections for 1XXX-3XXX)	
PERCENTAGE CHANGE	5.60%
1% CHANGE IN SALARY AND STATUTORY BENEFIT COSTS (prior to any settlements):	\$ 1,950,821.62

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BETWEEN THE

REDLANDS UNIFIED

SCHOOL DISTRICT

OTHER PROVISIONS (COMPENSATION AND NON-COMPENSATION)

Section 6: The following are additional compensation and non-compensation provisions contained in the proposed agreement:
(Indicate, **IN DETAIL**, the terms of the agreement covered in each section)

A. OTHER COMPENSATION: Off-Schedule Stipends/Bonuses, Reductions, etc. (amounts, staff affected, total cost and/or savings).

Extra and Zero periods - All teachers will get paid for their extra/zero periods for the entire fiscal year even if they're absent. \$149,831.34
MS and HS - SPED Teachers get 2 days of release time. \$32,400
Stipends (6 varsity coaches at each HS for Soccer, Volleyball, and Water Polo = 18 Coaches) - \$77,860.02
WEB Advisor @ each MS - \$8,952.37
LINK Crew Advisor (1 @ each HS) - \$7,694.31

B. NON-COMPENSATION: Class Size Changes (indicate before and after class sizes/grades affected; and, if applied for CDE waiver (attach copy)), Staff Development Days, Teacher Prep Time, etc..

N/A

C. REOPENERS, CONTINGENCY AND/OR RESTORATION LANGUAGE: Describe specific areas identified for Reopeners, Contingency, and/or Restoration (include triggers and timing). Provide copy of Board Action to BAS upon approval.

Health & Welfare Benefits for 2024-25

Section 7: State Minimum Reserve Standard Calculation:

Total Expenditures and Other Uses: *(pulls from MYP Sec. 9)*
Minimum State Reserve Percentage **(input %)**
Minimum State Reserve Requirement: *(Formula includes Total Exp/Uses x Minimum Reserve %)*

\$	392,331,871.00
	3%
\$	11,769,956.13

FISCAL IMPACT IN CURRENT AND TWO SUBSEQUENT FISCAL YEARS

Section 8: Date of governing board approval of budget revisions in Section 9, Col.2 (below)
in accordance with E.C. 42142 and Government Code 3547.5.
(Pulls from above Governing Board Date plus 45 days)

3/29/2024

Provide proof that board-approved budget revisions have been input within 45 days. Date budget revisions input/BT #'s:

BT #'s: mm/dd/yy

If the board-approved revisions input are different from the proposed budget adjustments in Col. 2 provide a detailed explanation of differences.

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BETWEEN THE

REDLANDS UNIFIED

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Section 9: IMPACT OF PROPOSED AGREEMENT ON THE GENERAL FUND BUDGET IN CURRENT AND TWO SUBSEQUENT FISCAL YEARS. (Reflect both Unrestricted and Restricted General Fund Budget Amounts)
In-Lieu of this form, an updated Form MYP can be supplied which includes the results of the settlement over the most recent Form MYP filed with this office.

		Current Fiscal Year 2023-2024			
		(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
Please NOTE: The title reflected in Col. 1 can be modified if the agreement is being approved along with the Adopted Budget Process. In this case, Col. 4 should reflect the Adopted Budget including the salary agreement and Col. 1 would reflect the Adopted Budget less Col. 2, the actual cost of the agreement.		Latest Board- Approved Budget Before Settlement - As of 12/12/2023 (enter date)	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
OPERATING REVENUES: LCFF ADA		ADA= 18,952.38	CERT FTE: 1,244.2	CLASS FTE: 952	ADA= 18,952.38
LCFF Sources	(8010-8099)	261,957,010.00	0.00	0.00	261,957,010.00
Remaining Revenues	(8100-8799)	96,580,163.26	0.00	0.00	96,580,163.26
TOTAL		358,537,173.00	0.00	0.00	358,537,173.00
OPERATING EXPENDITURES					
1000 Certificated Salaries		157,852,225.00	4,594,225.66	0.00	162,446,450.66
2000 Classified Salaries		52,162,722.00	0.00	0.00	52,162,722.00
3000 Benefits		90,362,940.00	995,957.97	0.00	91,358,897.97
4000 Instructional Supplies		22,108,876.02	0.00	0.00	22,108,876.02
5000 Contracted Services		51,755,577.73	0.00	(1,500,000.00)	50,255,577.73
6000 Capital Outlay		13,207,766.27	0.00	(1,909,440.14)	11,298,326.13
7000 Other		2,701,020.00	0.00	0.00	2,701,020.00
TOTAL		390,151,127.00	5,590,184.00	(3,409,440.00)	392,331,871.00
OPERATING SURPLUS (DEFICIT)		(31,613,954.00)	(5,590,184.00)	3,409,440.00	(33,794,698.00)
Other Sources and Transfers In		0.00	0.00	0.00	0.00
Other Uses and Transfers Out		0.00	0.00	0.00	0.00
CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE		(31,613,954.00)	(5,590,184.00)	3,409,440.00	(33,794,698.00)
BEGINNING FUND BALANCE 9791-92		108,689,026.75			108,689,026.75
Prior-Year Adjustments 9793-95		0.00		0.00	0.00
NET BEGINNING BALANCE		108,689,026.75		0.00	108,689,026.75
ENDING FUND BALANCE (EFB)		77,075,073.00	(5,590,184.00)	3,409,440.00	74,894,329.00
COMPONENTS OF ABOVE EFB:					
Nonspendable (9711-9719)		2,250,000.00	0.00	0.00	2,250,000.00
Restricted (9740)		50,904,855.06	0.00	(4,697,315.44)	46,207,539.62
Committed (9750/9760)		7,349,575.71	0.00	0.00	7,349,575.71
Assigned (9780)		4,866,108.22	0.00	0.00	4,866,108.22
Reserve Economic Uncertainties (9789)		11,704,533.81	167,705.52	(102,283.20)	11,769,956.13
Unassigned/Unappropriated (9790)		0.20	(5,757,889.52)	8,209,038.64	2,451,149.32
State Minimum Reserves %		3.00%	Meets		3.62%
Are budgets in balance?		In Balance			In Balance
Did you adjust reserves? s/b \$0		\$0.00	OK		\$0.00
FUND 17 RESERVES (9789) or N/A		\$ -			\$ -

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown in Section 5, Total Costs, please explain below. Also, list any other assumptions used or included in Column 3:

Expenses: Per agreement, 2% increase is effective 7/1/23 and another 2% as of 1/1/24. The additional 2% is effective 7/1/24, which is why the adjustment in column 2 does not agree with total cost in Section 5. District is using savings from SERP offered in 23-24 and non-renewal of temp positions to afford the increases in this AB1200. District will also use LCAP savings and CFD or RDA funds to help afford the increases in the 23-24 and out years.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

REDLANDS UNIFIED

SCHOOL DISTRICT

First Subsequent Year 2024 - 2025			
(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
Latest Board- Approved Budget Before Settlement - As of 12/12/2023 (enter date)	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
ADA= 18,410.83	CERT FTE: 1,219.2	CLASS FTE: 950	ADA= 18,410.83
258,824,882.00	0.00	0.00	258,824,882.00
70,252,750.00	0.00	0.00	70,252,750.00
329,077,632.00	0.00	0.00	329,077,632.00

OPERATING EXPENDITURES

1000 Certificated Salaries	156,413,025.87	9,317,089.64	(11,447,650.00)	154,282,465.51
2000 Classified Salaries	52,701,483.80	0.00	(390,000.00)	52,311,483.80
3000 Benefits	86,659,397.00	2,019,802.76	(3,190,942.00)	85,488,257.76
4000 Instructional Supplies	10,301,108.00	0.00	0.00	10,301,108.00
5000 Contracted Services	25,617,991.00	0.00	0.00	25,617,991.00
6000 Capital Outlay	3,313,563.00	0.00	0.00	3,313,563.00
7000 Other	3,441,917.00	0.00	0.00	3,441,917.00
TOTAL	338,448,486.00	11,336,892.00	(15,028,592.00)	334,756,786.00

OPERATING SURPLUS/(DEFICIT)

	(9,370,854.00)	(11,336,892.00)	15,028,592.00	(5,679,154.00)
Other Sources and Transfers In	0.00	0.00	0.00	0.00
Other Uses and Transfers Out	0.00	0.00	0.00	0.00
CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE	(9,370,854.00)	(11,336,892.00)	15,028,592.00	(5,679,154.00)

BEGINNING FUND BALANCE (9791)

(Pulls from prior year EFB)	74,894,329.00			74,894,329.00
Prior-Year Adjustments (9792-9795)				0.00
NET BEGINNING BALANCE	74,894,329.00			74,894,329.00

ENDING FUND BALANCE (EFB)

	65,523,475.00	(11,336,892.00)	15,028,592.00	69,215,175.00
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COMPONENTS OF EFB (above):

Nonspendable (9711-9719)	2,250,000.00	0.00	0.00	2,250,000.00
Restricted (9740)	40,690,796.77	0.00	0.00	40,690,796.77
Committed (9750/9760)	0.00	0.00	0.00	0.00
Assigned (9780)	3,000,000.00	0.00	0.00	3,000,000.00
Reserve Economic Uncertainties	10,153,454.58	340,106.76	(450,857.76)	10,042,703.58
Unassigned/Unappropriated (9790)	9,429,223.65	(11,676,998.76)	15,479,449.76	13,231,674.65
State Minimum Reserves %	5.79%		Meets	6.95%
Are budgets in balance?	In Balance			In Balance
Did you adjust reserves? s/b \$0	\$ -		OK	\$ -
FUND 17 RESERVES (9789) or N/A	\$ -			\$ -

Assumptions used for LCFF Gap%, Unduplicated %, Other Revenue COLAs, Addl/Reduced staffing, etc., explain below:

All assumptions same as 2023-24 First Interim

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

REDLANDS UNIFIED

SCHOOL DISTRICT

Second Subsequent Year 2025 - 2026			
(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
Latest Board- Approved Budget Before Settlement - As of 12/12/2023 (enter date)	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
OPERATING REVENUES: LCFF ADA	ADA=18,125.06	CERT FTE: 1,204.2	CLASS FTE: 950
LCFF Sources (8010-8099)	262,995,969.00	0.00	0.00
Remaining Revenues (8100-8799)	70,703,177.00	0.00	0.00
TOTAL	333,699,146.00	0.00	0.00
			ADA= 18,125.06
			262,995,969.00
			70,703,177.00
			333,699,146.00

OPERATING EXPENDITURES

1000 Certificated Salaries	156,653,506.70	9,447,528.88	(11,447,650.00)	154,653,385.58
2000 Classified Salaries	53,307,579.90	0.00	(390,000.00)	52,917,579.90
3000 Benefits	87,525,679.00	2,048,079.23	(3,190,942.00)	86,382,816.23
4000 Instructional Supplies	10,301,108.00	0.00	0.00	10,301,108.00
5000 Contracted Services	27,939,232.00	0.00	0.00	27,939,232.00
6000 Capital Outlay	2,863,563.00	0.00	0.00	2,863,563.00
7000 Other	3,441,917.00	0.00	0.00	3,441,917.00
TOTAL	342,032,586.00	11,495,608.00	(15,028,592.00)	338,499,602.00

OPERATING SURPLUS/(DEFICIT)

	(8,333,440.00)	(11,495,608.00)	15,028,592.00	(4,800,456.00)
Other Sources and Transfers In	0.00	0.00	0.00	0.00
Other Uses and Transfers Out	0.00	0.00	0.00	0.00
CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE	(8,333,440.00)	(11,495,608.00)	15,028,592.00	(4,800,456.00)

BEGINNING FUND BALANCE (9791)

(Pulls from prior year EFB)	69,215,175.00			69,215,175.00
Prior-Year Adjustments (9792-9795)				0.00
NET BEGINNING BALANCE	69,215,175.00			69,215,175.00

ENDING FUND BALANCE (EFB)

	60,881,735.00	(11,495,608.00)	15,028,592.00	64,414,719.00
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COMPONENTS OF EFB (above):

(use whole rounded numbers only)			
Nonspendable (9711-9719)	2,250,000.00		2,250,000.00
Restricted (9740)	31,643,202.00	0.00	31,643,202.00
Committed (9750/9760)	0.00		0.00
Assigned (9780)	3,000,000.00	0.00	3,000,000.00
Reserve Economic Uncertainties	10,260,977.58	344,868.24	(450,857.76)
Unassigned/Unappropriated (9790)	13,727,555.42	(11,840,476.24)	15,479,449.76
State Minimum Reserves %	7.01%	Meets	8.13%
Are budgets in balance?	In Balance		In Balance
Did you adjust reserves? s/b \$0	\$0.00	OK	\$0.00
FUND 17 RESERVES (9789) or N/A	\$ -		\$ -

Assumptions used for LCFF Gap%, Unduplicated %, Other Revenue COLAs, Addl/Reduced Staffing, etc., explain below:

All assumptions same as 2023-24 First Interim

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

REDLANDS UNIFIED

SCHOOL DISTRICT

Section 10: MULTI-YEAR CONTRACT AGREEMENT PROVISIONS: The proposed agreement contains the following COLAs and other compensation/non-compensation provisions for subsequent years as follows *(text pulls into disclosure)*: Send copy of final Agreement to BAS upon Board Approval

See attached TA and Assumptions

Section 11:

FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS: The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years. *(Include any compensation/noncompensation provisions specified below.) (text pulls into disclosure)*:

See attached TA and Assumptions

Section 12: NARRATIVE OF AGREEMENT: Provide a brief narrative of the proposed changes in compensation or health premiums, including percentage changes, effective dates, and comments and/or explanations. *(text pulls into disclosure)*:

See attached TA and Assumptions

Section 13: SOURCE OF FUNDING FOR PROPOSED AGREEMENT: Provide a brief narrative of the funds available in the current year to provide for the costs of this agreement. *(text pulls into disclosure)*:

Savings from SERP and non-renewal of temp positions will be used to fund the cost of this agreement. The District also has \$4.8 million in CFD funds that are with the US Bank that could be used to offset future capital project costs, if needed.

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REDLANDS UNIFIED

SCHOOL DISTRICT

ADDITIONAL FISCAL INDICATORS- CRITERIA AND STANDARDS A.5

This section is in response to the Criteria and Standards Additional Fiscal Indicators #A.5., which asks: "Has the district entered into a bargaining agreement where any of the budget or subsequent years of the agreement would result in salary increases that are expected to exceed the projected state cost of living adjustment."

Section 14: COMPARISON OF PROPOSED AGREEMENT TO CHANGE IN DISTRICT LOCAL CONTROL FUNDING FORMULA (LCFF):

(A)	Current-year (CY) LCFF Average Rate per ADA: (CY LCFF Entitlement per ADA, FCMAT LCFF Calculator, Calculator Tab, Row 79)	Estimated \$13,806.00
(B)	Less Prior-Year (PY) LCFF BASC Calculator Rate per ADA: (PY LCFF Entitlement per ADA, FCMAT LCFF Calculator, Calculator Tab, Row 79)	\$12,865.00
(C)	= Amount of Current-Year Increase or (decrease): (A) minus (B)	941.00
(D)	= Percentage Increase or (decrease) in LCFF per ADA: (C) divided by (B)	7.31%
(E)	ADA Increase/(Decrease) from Prior Year as % Current year P-2 LCFF funded ADA (greater of PY guarantee or current year) Prior Year P-2 LCFF funded ADA (greater of PY guarantee or current year)	(2.76%)
	18,952.38	
	19,489.32	
(F)	Total LCFF % increase or (decrease) plus ADA % change	4.56%
(G)	Indicate Total Settlement Percentage Change from Section 5	5.60%

If proposed agreement % on Line G is greater than Line F, please provide explanation below:

District is able to afford the agreement using savings from SERP and non-renewal of temp positions. The District will also use leftover LRBG funds that are not budgeted.

CERTIFICATION

To be signed by the **District Superintendent AND Chief Business Official upon submission to the Governing Board** and by the **Board President upon formal Board action** on the proposed agreement.

Districts with a Qualified or Negative Certification : Per Government Code 3540.2, signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for review **10 days prior to the board meeting that will ratify the agreement**.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200, AB 2756, GC 3547.5, and GC 3540.2.

WE HEREBY CERTIFY THAT THE COSTS INCURRED BY THE SCHOOL DISTRICT UNDER THIS AGREEMENT CAN BE MET BY THE DISTRICT DURING THE TERM OF THE AGREEMENT.

[Signature]
District Superintendent - signature

2/8/2024
Date

[Signature]
Chief Business Official - signature

2/8/2024
Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on Tuesday, February 13, 2024, took action to approve the proposed Agreement with the REDLANDS TEACHERS ASSOCIATION Bargaining Unit.

[Signature]
President, Governing Board - signature

Date

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

REDLANDS UNIFIED

SCHOOL DISTRICT

Government Code Section 3547.5: **Before** a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including, but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer.

Intent of Legislation: To ensure that members of the public are informed of the major provisions of a collective bargaining agreement before it becomes binding on the school district.

(This information is pulled from the SUMMARY section of this file which should be completed FIRST)

MAJOR PROVISIONS OF PROPOSED AGREEMENT WITH THE

REDLANDS TEACHERS ASSOCIATION

BARGAINING UNIT

To be acted upon by the Governing Board at its meeting on

02/13/24

A. PERIOD OF AGREEMENT:

The proposed bargaining agreement covers the period beginning and ending
for the following fiscal years **2023-24**

07/01/23

06/30/25

2023-24, 2024-25,

B. TOTAL COST CHANGE TO IMPLEMENT PROPOSED AGREEMENT (SALARIES & BENEFITS)

The total change in costs for salaries and employee benefits in the proposed agreement:

1. Current Year Costs Before Agreement

\$208,905,396.00

2. Current Year Costs After Agreement

\$220,610,325.72

3. Total Cost Change

\$11,704,929.72

4. Percentage Change

5.60%

5. Value of a 1% Change

\$1,950,821.62

C. PERCENTAGE SALARY CHANGE FOR AVERAGE, REPRESENTED EMPLOYEE

The total percentage change in salary, including annual step and column movement on the salary schedule (as applicable), for the average, represented employee under this proposed agreement:

1. Salary Schedule change
(% Change To Existing Salary Schedule)
(% change for one time bonus/stipend or salary reduction)

6.0%

2. Step & Column
(Average % Change Over Prior Year Salary Schedule)

1.5%

3. TOTAL PERCENTAGE CHANGE FOR THE
AVERAGE, REPRESENTED EMPLOYEE

7%

4. Change in # of Work Days (+/-) Related to % Change

5. Total # of Work Days to be provided in Fiscal Year

185

6. Total # of Instructional Days to be provided in Fiscal Year
(applicable to Certificated BU agreements only)

180

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

REDLANDS UNIFIED

SCHOOL DISTRICT

D. PERCENTAGE BENEFITS CHANGE FOR BOTH STATUTORY AND DISTRICT-PROVIDED EMPLOYEE BENEFITS INCLUDED IN THIS PROPOSED AGREEMENT:

1.	Cost of Benefits Before Agreement	\$64,244,898.00
2.	Cost of Benefits After Agreement	\$67,270,197.84
3.	Percentage Change in Total Costs	4.71%

E. IMPACT OF PROPOSED AGREEMENT ON DISTRICT RESERVES

State-Recommended Minimum Reserve Level (after implementation of Proposed Agreement)

1.	Based On Total Expenditures and Other Uses in the General Fund of:	\$392,331,871.00
2.	Percentage Reserve Level State Standard for District:	3.0%
3.	Amount of State Minimum Reserve Standard:	\$11,769,956.13

SUFFICIENCY OF DISTRICT UNRESTRICTED RESERVES to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT:

GENERAL FUND RESERVES (Fund 01 Unrestricted ONLY)

4.	Reserve for Economic Uncertainties (Object 9789)	\$11,769,956.13
5.	Unassigned/Unappropriated (Object 9790)	\$2,451,149.32
6.	Total Reserves: (Object 9789 + 9790)	\$14,221,105.45

SPECIAL RESERVE FUND (Fund 17, as applicable)

7.	Reserve for Economic Uncertainties (Object 9789)	
----	--	--

TOTAL DISTRICT RESERVES, applicable to State Minimum Reserve Standard:

8.	General Fund & Special Reserve Fund:	\$14,221,105.45
9.	Percentage of General Fund Expenditures/Uses	3.62%
Difference between District Reserves and Minimum State Requirement		\$2,451,149.32

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

REDLANDS UNIFIED

SCHOOL DISTRICT

F. MULTIYEAR CONTRACT AGREEMENT PROVISIONS

See attached TA and Assumptions

G. FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS

The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years (including any compensation and/or noncompensation provisions specified below that have been agreed upon if the proposed agreement is part of a multi-year contract):

See attached TA and Assumptions

H. NARRATIVE OF AGREEMENT

See attached TA and Assumptions

I. SOURCE OF FUNDING FOR PROPOSED AGREEMENT

The following source(s) of funding have been identified to fund the proposed agreement

Savings from SERP and non-renewal of temp positions will be used to fund the cost of this agreement. The District also has \$4.8 million in CFD funds that are with the US Bank that could be used to offset future capital project costs, if needed.

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT**
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)

REDLANDS UNIFIED

SCHOOL DISTRICT

CERTIFICATION

To be signed by the District Superintendent AND Chief Business Official when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.

Districts with a Qualified or Negative Certification: Per Government Code 3540.2, signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for review 10 days prior to the board meeting that will ratify the agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirements of AB 1200, AB 2756 and GC 3547.5.

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.


District Superintendent - signature

2/8/2024
Date


Chief Business Official- signature

2/8/2024
Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on 2/13/2024 took action to approve the proposed Agreement with the REDLANDS TEACHERS ASSOCIATION Bargaining Unit.

President, Governing Board
(signature)

Date

AGREEMENT ADDENDUM

between the

BOARD OF EDUCATION

of the

REDLANDS UNIFIED SCHOOL DISTRICT

and the

REDLANDS TEACHERS ASSOCIATION/CTA/NEA

The following agreement has been reached by designated representatives of the Board of Education and the Redlands Teachers Association/CTA/NEA (“RTA”) in accordance with the California Education Employment Relations Act and will be in effect from July 1, 2022, through June 30, 2025.

Sabine Robertson-Phillips
Representative
Board of Education

Shannon Rooney
Representative
Redlands Teachers Association/NEA/CTA

Date

Date

Approved by the Board of Education:

Approved by the Redlands Teachers
Association/CTA/NEA:

Alex Vara
President
Board of Education

Susan Abt
President
Redlands Teachers Association/CTA/NEA

Date


Date

TENTATIVE AGREEMENT
Between the
BOARD OF EDUCATION
of the
REDLANDS UNIFIED SCHOOL DISTRICT
and the
REDLANDS TEACHERS ASSOCIATION/CTA/NEA
December 13, 2023


The designated representatives of the Redlands Unified School District and the Redlands Teachers Association/CTA/NEA do hereby agree that tentative agreement has been reached on the following Articles:

ARTICLE 1	AGREEMENT
ARTICLE 6	SALARIES
ARTICLE 10	WORKING DAY AND PROFESSIONAL DUTIES
ARTICLE 12	EMPLOYEE PROTECTION
ARTICLE 14	TRANSFER AND REASSIGNMENT
APPENDIX A-1	CERTIFICATED BARGAINING UNIT BASIC SALARY SCHEDULE EFFECTIVE JULY 1, 2023 EFFECTIVE JANUARY 1, 2024 EFFECTIVE JULY 1, 2024
APPENDIX A-2	CERTIFICATED HOURLY SALARY SCHEDULE EFFECTIVE JULY 1, 2023 (Adult Education only) EFFECTIVE JANUARY 1, 2024 EFFECTIVE JULY 1, 2024
APPENDIX A-4	MIDDLE SCHOOL EXTENDED DAY SALARY SCHEDULE EFFECTIVE JANUARY 1, 2024
APPENDIX A-5	HIGH SCHOOL COACHES/EXTENDED DAY SALARY SCHEDULE (GRADES 9-12) EFFECTIVE JANUARY 1, 2024
APPENDIX B	HARD TO FILL POSITIONS

This constitutes the completion of all negotiations for the 2023-24 school year. These items shall remain in full force and effect through June 30, 2025, subject to final approval of the Tentative Agreement as per Article 4.7 – Negotiations Procedures, of the current Agreement.



Sabine Robertson-Phillips
Representative
Redlands Unified School District



Shannon Rooney
Representative
Redlands Teachers Association/CTA/NEA

12/15/23

Date

12/15/23

Date

TENTATIVE AGREEMENT
Between the
BOARD OF EDUCATION
of the
REDLANDS UNIFIED SCHOOL DISTRICT
and the
REDLANDS TEACHERS ASSOCIATION/CTA/NEA
December 13, 2023

The Agreement between the Redlands Unified School District ("RUSD") and the Redlands Teachers Association/CTA/NEA ("RTA"), effective from July 1, 2022, to June 30, 2025, is hereby amended as follows. New language and provisions are shown in **bold**. Deleted language or provisions are shown in ~~striketrough~~. All changes shall be effective upon final ratification by both the membership of RTA and the Board of Education of RUSD, unless otherwise stated.

ARTICLE 1 – AGREEMENT

1.4 Reopeners

This Agreement shall be reopened ~~twice~~ **once** during its term for the purpose of renegotiation for the school year ~~2023-2024 and~~ 2024-2025. During the ~~2023-2024 and~~ 2024-2025 school years, only ~~Articles Six, Seven, and Appendix A-1, A-2, A-4, and A-5, plus two (2) additional articles,~~ each at the individual option of the respective parties, shall be reopened.

ARTICLE 6 – SALARIES

6.1 Salary Schedules

The salary schedule(s) of all unit members are set forth in Appendix A, attached. The certificated hourly salary schedule (A-2), (A-4), and (A-5) shall be increased annually at the same rate as the basic certificated salary schedule (A-1).

6.1.2 Semester-long ~~Extra period~~ **teaching** assignments will be paid at one-sixth (1/6) of the teacher's ~~daily~~ **base** rate. **Leave deductions for an extra period assignment will not exceed the employee's base hours of employment (as defined in Article 2).**

6.8 Difficult to Fill Positions

Notwithstanding the provisions set forth in Article 6.6 and 6.7 above, the positions listed in Appendix ~~C~~ **B**, shall be granted year-for-year credit for initial salary placement for regular public school experience for which a valid public school credential (K-12) was held and required and which occurred during the preceding fifteen (15) years up to a maximum of ten (10) years (Step 11).

ARTICLE 10 – WORKING DAY AND PROFESSIONAL DUTIES

10.1 Definitions

10.1.1 Minimum Day

A minimum day is defined as a reduction in student contact minutes with no change to the length of the unit members' workday. On minimum days, school site unit members are required to remain on campus for the entire workday. **In addition to a traditional**

minimum day schedule, a minimum day may also consist of a finals schedule or block schedule.

10.1.1.2 Meetings on minimum days shall begin no sooner than forty-five (45) minutes after student dismissal **when teacher lunch occurs after student dismissal. When teacher lunch occurs within the student day, meetings shall begin no sooner than fifteen (15) minutes after student dismissal.**

10.2 Length of Day

10.2.1 Classroom Teachers

The length of duty day for teaching unit members shall be seven (7) hours and fifteen (15) minutes. The duty day includes a lunch which shall be a minimum of thirty (30) minutes duration. Within the length of the duty day, teachers shall provide for adequate and reasonable time before and after school for meetings with parents.

Each school site may require attendance at no more than four (4) mandatory meetings in one month. No more than one (1) meeting per week shall be required by the site administrator except as follows:

Meetings that address individual student discipline, complaints, or academic concerns/progress (including IEP and/or ~~Student Study~~ **Intervention Support Team** meetings) may be held during the hours of instruction. During the regular school year, every effort shall be made to hold IEPs on student attendance days;

10.2.1.4 Transitional Kindergarten/Kindergarten

There will be at least one (1) full day Kindergarten classroom at each school site (facilities permitting). The school site administrator and the team of Kindergarten teachers will meet annually, prior to the commencement of the registration period at each site, to discuss the models to be used at the site for the upcoming school year. If there are no volunteers to take the full day model, the least senior Kindergarten teacher will be assigned. Thereafter, the assignment will be systematically rotated. For the early bird/late bird and full day model, no school site shall have two classes regularly assigned to on classroom during instructional time. **The final determination of the model to be implemented shall be within the discretion of the site administrator.**

10.2.1.4.1 Classroom Support for Special Education Preschool (RSEED), TK/K

Unit members who teach an AM/PM schedule shall provide eighty-four (84) minutes of classroom support each school day.

10.4 Teaching Assignment

10.4.1 Elementary School

10.4.1.2 Preparation Period(s) (Enrichment)

General education classroom teachers, teaching full day Kindergarten and in grades one through three (1-3), shall be granted the equivalent of one (1) fifty (50)-minute period per week to be used exclusively for professional meetings, preparation, planning, and/or conference during the instructional day.

General education classroom teachers, teaching in grades four and five (4-5), shall be granted the equivalent of two (2) fifty (50)-minute periods per week to be used exclusively for professional meetings, preparation, planning, and/or conferencing during the instructional day.

Every effort will be made to provide alternative enrichment time when a unit member does not receive their weekly enrichment time due to lack of coverage. In the event that the time is not made up, the elementary teacher shall be compensated at the student contact hourly rate per preparation period missed. Enrichment schedules will be rotated annually so that all teachers receive equitable enrichment time.

10.4.2 Middle School

Middle School teachers shall have no more than five (5) periods of formal instructional contact, or six (6) with an extra-period assignment, per day. These teachers shall have one (1) period per day to be used exclusively for professional meetings, preparation, planning, and/or conferencing. This means that such teachers shall have no more than thirty (30) teaching/professional activity periods per week. No teacher shall be required to teach more than three (3) different class preparations without the consent of the teacher, with the exception of exploratory teachers.

10.4.2.5 Middle School Special Education Preparation

Middle School special education teachers shall receive two (2) days of release time for IEP management and student assessment.

10.4.3 Senior High School – 9-12

Unless otherwise agreed to between the District and the unit member, the senior high school teachers shall have no more than five (5) periods of formal instructional contact per day. Flexible scheduling shall not result in loss of salary or benefits. These teachers shall have one (1) period per day to be used exclusively for professional meetings, preparation, planning, and/or conferencing. This means such teachers shall have no more than thirty (30) teaching/professional activity periods per week. No teacher shall be required to teach more than three (3) different class preparations without the consent of the teacher. Except in emergency circumstances, senior high school teachers shall not be required to render period substitutions. Period substitutions shall be compensated as set forth in Appendix A-2. Such service shall be subject to the following conditions:

10.4.3.6 High School Special Education Preparation
High School special education teachers shall receive two (2) days of release time for IEP management and student assessment.

10.6 Modified and/or Minimum Days

10.7 After-Hour Duties

Uncompensated supervisions which are outside the regular ~~work-day~~ **workday** will be limited to two (2) assigned events per year. Such duties shall be filled voluntarily first, with remaining duties to be equitably distributed among remaining staff members. Each assigned supervision exceeding these two (2) assignments shall be compensated at the certificated miscellaneous hourly rate.

10.13 Identification (ID) Badges

Employees shall visibly wear their District provided ID Badge at all times during their workday. The District will provide clear plastic sleeves and break-away lanyards to all unit members, upon request. **Employees shall immediately report to the Human Resources Department stolen, lost, or damaged ID Badges.**

10.15 Keys

Employees will safeguard assigned work keys at all times during their workday. Lost, stolen, or damaged keys will be immediately reported by the employee to their direct supervisor.

10.16 Employee Dress Standards

Certificated employees are required to wear suitable clothing reflecting their standing as educators. Clothing and/or accessories shall not constitute a safety hazard and must be neat, clean, and in a good state of repair. Dress should reflect the position of the certificated employee and be appropriate to their assignment.

ARTICLE 12 – EMPLOYEE PROTECTION

12.4 Suspension by Teachers

A teacher may suspend a student from his/her class for the day of the suspension and the day following, for offenses enumerated in Section 48900 of the Education Code, and shall report the suspension to the principal and send the student to the principal/designee for appropriate action. **The suspended student will not be sent to another unit member's regular classroom.** The teacher shall notify the parent and participate in the subsequent parent conference.

12.7 Employee's Responsibility and Rights in Cases of Assault

12.7.1 Unit members shall immediately report cases of assault suffered by them in connection with their employment to their principal or other immediate supervisor who shall immediately report the incident to the proper law enforcement authorities. Matters involving assaults on District personnel will be reported to the Superintendent. The Superintendent shall respond to any justifiable request from the employee for pertinent information in the possession of the Superintendent relating to the incident and shall provide liaison contact between the teacher, the police, and the courts.

12.7.2 A unit member who is the victim of an assault, battery, attack or threat, verbal or physical, and so who requests, may be immediately granted the remainder of the day of the assault, attack or threat released from duty. This release day shall not be charged against any of the unit member's accrued or accumulated leaves specified in Article 8 – Leaves.

12.7.3 If it is finally determined that a student is the perpetrator of an assault, battery, attack or threat, verbal or physical, against a unit member, the District will meet with the unit member to discuss placement and caseload options, including the possibility that the student may not be returned to the unit member's class(es) or caseload for the remainder of the instructional year.

12.8 Student Violence

When, based on demonstrable facts, a unit member believes that the continued presence in class of a pupil represents physical danger to the unit member, he/she may initiate proceedings for consideration of the pupil's exclusion. The Superintendent or designee will investigate the situation and take appropriate action in accordance with the District's Student Discipline Procedure. **The Superintendent or designee will share their findings with the reporting teacher within ten (10) days of the conclusion of their investigation.**

ARTICLE 14 – TRANSFER AND REASSIGNMENT

14.1 Definitions

14.1.4 For purposes of this Article, "qualified" shall be interpreted to mean successful teaching experience or academic preparation, for the position under consideration, as well as proper credentials. **"Qualified" includes a rating of "meets or exemplifies/exceeds" standards on the two (2) most recent performance evaluations.**

14.7 Reassignment

14.7.1 Employee Initiated Reassignment (Voluntary)

14.7.1.1 ~~Members of the u~~**Unit members** who desire a change in grade level, or subject assignment, or track within a school, **are responsible for monitoring email communication regarding site vacancies throughout the school year (including school breaks). Positions posted during a school break shall remain open for five (5) consecutive days.** Unit members may request such a change in writing directly to the Principal, no later than February 15 of the year preceding the requested change, who shall have discretion to make assignment changes within a particular school.

APPENDIX A-4 – REDLANDS UNIFIED SCHOOL DISTRICT/MIDDLE SCHOOL EXTENDED DAY SALARY SCHEDULE

DISCRETIONARY STIPENDS

3. Extended Day Stipends (per semester)

Activities Director	.0444
Athletics (RSCL) (per sport)	.0300
Band	.0430
Choral	.0430
Drama	.0376
Journalism	.0322
Literary Magazine	.0161
Pep Squad/Drill Team Advisor	.0300
WEB Advisor	.0322
Yearbook	.0215

Outdoor Science Education	
Program Teacher K-5	\$58.00 \$75.00 per night for overnight stay

APPENDIX A-5 – REDLANDS UNIFIED SCHOOL DISTRICT/HIGH SCHOOL COACHES/EXTENDED DAY SALARY SCHEDULE (GRADES 9-12)

3. Coaching Stipends (per season)

Cheer

Head Varsity	.0539
Assistant Varsity	.0430
Head Junior Varsity	.0430
Assistant Junior Varsity	.0300
Head Freshman	.0300

Flag Football

Head Varsity, Girls	.0730
Assistant Varsity, Girls	.0583
Junior Varsity, Girls	.0583
Freshman, Girls	.0583

Soccer

Head Varsity, Boys	.0855
Assistant Varsity, Boys	.0684
Junior Varsity, Boys	.0684
Freshman, Boys	.0684
Head Varsity, Girls	.0855
Assistant Varsity, Girls	.0684
Junior Varsity, Girls	.0684
Freshman, Girls	.0684

Volleyball

Head Varsity, Boys	.0730
Assistant Varsity, Boys	.0583
Junior Varsity, Boys	.0583
Freshman, Boys	.0583
Head Varsity, Girls	.0730
Assistant Varsity, Girls	.0583
Junior Varsity, Girls	.0583
Freshman, Girls	.0583

Water Polo

Head Varsity, Boys	.0731
Assistant Varsity, Boys	.0600
Junior Varsity, Boys	.0600
Head Varsity, Girls	.0731
Assistant Varsity, Girls	.0600
Junior Varsity, Girls	.0600

4. 9-12 Campus Extended Day Stipends (per semester)/***Fall semester only**

Academic Decathlon Advisor	.0430
Academic Decathlon Assistant Coach	.0415
Activities Director	.0575
Athletic Director	.0575
Athletic Trainer	.0891
Assistant Athletic Trainer	.0575
Band	.0719
Assistant Band	.0575
Color Squad Advisor	.0252
Choral	.0710
Assistant Choral	.0430
Drama	.0680
Assistant Drama	.0376
Journalism	.0369
LINK Crew Advisor	.0369
Literary Magazine	.0244
Mock Trial Advisor	.0430
Mock Trial Assistant Coach	.0415
Spirit Leader/Varsity Sideline*	.0539
Spirit Leader/Junior Varsity Sideline*	.0430
Spirit Leader/Freshman Sideline*	.0300
Pep Squad Advisor/Varsity	.0539
Pep Squad Advisor/Junior Varsity	.0430
Frosh Pep Squad Advisor	.0300
Speech	.0710
Assistant Speech	.0430
Yearbook	.0369

APPENDIX A-1 – TOTAL COMPENSATION PACKAGE

- **Increase to the certificated salary schedule by 2%, retroactive to July 1, 2023, pro-rated for part-time**
- **Increase to the certificated salary schedule by 2%, effective January 1, 2024, pro-rated for part-time**
- **Increase to the certificated salary schedule by 2%, effective July 1, 2024, pro-rated for part-time**
- **SERP for eligible certificated members for the 2023-24 school year with the following components subject to the rules and regulations of PARS:**
 - **85% of base salary**
 - **At least 55 years old by June 30, 2024 (includes retiree health benefits for those who qualify under Article 7.13) or**
 - **At least 53 years old by June 30, 2024, with 5 years of service in RUSD (no retiree health benefits)**
 - **The SERP amount will be based on the negotiated increase of 4%**
 - **Fifty (50) certificated members must take the SERP**
 - **SERP increments are lifetime or 5-15 years (with options for joint and survivor)**
- **RTA shall have the right to reopen health and welfare benefits for the 2024-25 school year as follows:**
 - **The basis for per student funding for the 2024-25 school year changes from the current ADA based formula resulting in more than a 3% increase in per student funding over what the previous formula would have yielded**

**REDLANDS UNIFIED SCHOOL DISTRICT
CERTIFICATED BARGAINING UNIT BASIC SALARY SCHEDULE
FISCAL YEAR 2022-23 2023-24**

BOARD APPROVED DATE: ~~January 10, 2023~~ February 13, 2024

EFFECTIVE DATE: ~~July 1, 2022~~ July 1, 2023
+1.30% 2.00%

STEP	CLASS A	CLASS B BA or BA + 15	CLASS C BA + 30 or MA	CLASS D BA + 45 or MA + 15	CLASS E BA + 60 or Dr. or MA + 30	CLASS F BA + 80 INCL. MA or Dr. or MA + 50
1	Class A Eliminated, Effective July 1, 2019	62,090	65,692	69,301	72,924	75,111
2		65,109	68,847	72,570	76,297	78,587
3		68,143	71,984	75,847	79,700	82,091
4		71,173	75,141	79,107	83,078	85,571
5		74,207	78,294	82,381	86,471	89,064
6		77,249	81,441	85,652	89,860	92,556
7		80,285	84,578	88,923	93,222	96,019
8		83,316	87,755	92,184	96,615	99,515
9		86,339	90,901	95,445	100,005	103,006
10		89,393	94,049	98,714	103,380	106,482
11		92,415	97,203	101,985	106,760	109,962
12		95,449	100,356	105,252	110,151	113,456
13		98,485	103,499	108,514	113,546	116,952
14		101,514	106,650	111,790	116,929	120,438
17		103,437	108,730	114,029	119,329	122,908
20		105,352	110,810	116,267	121,732	125,382
23		107,273	112,887	118,508	124,135	127,859
26		109,193	114,971	120,747	126,534	130,329

(Maximum initial placement = Step 4)

ADDITIONAL STIPENDS

Doctorate - Add 3.5% of Step Placement for earned doctorate.

Special Education - Add \$2,000 for full time or proportion of \$2,000 as assignment bears to full time.

Special Education - Teachers assigned to Moderate/Severe Classes, Severe/Profound Classes, and Behavior Intervention.

Classes - Add an additional \$1,000 for full time or proportion of \$1,000 as assignment bears to full time.

Elementary Combination Class Teacher - Add \$2,000 for full time or proportion of \$2,000 as assignment bears to full time.

JOB RATIO AND WORK YEAR ADJUSTMENTS:

Classroom Teachers (185 days)	1.00	Counselors and Academic Case Carriers (195 days)	1.12
School Psychologist (197 days)	1.20	Salary will be prorated for less than full time counselors	
(Minimum Entry Level E-3)		Middle School Counselors * *	
School Nurse (197 days)	1.20	Program Specialist (195 days)	1.10
(hired after 1/1/16) (197 days)	1.12	Licensed Clinical Social Worker (LCSW) (197 days)	1.20
Lead Nurse (205 days)	1.20	Licensed Mental Health Provider (197 days)	1.20
Speech and Language Specialist	1.15	Library Media Teacher (185 days)	1.00
(185 days* All sites)		High School * *	
Speech and Language Specialist		Middle School * *	
(185 days + 10 days YRE sites)		Teacher on Assignment - District (190 days)	1.05
Special Education Teacher			
(185 days + 15 days YRE sites)			

May be allowed to work additional days at a per diem rate if, in the judgement of the administration, the work load warrants.

* = 5 days

* * = 10 days

**REDLANDS UNIFIED SCHOOL DISTRICT
CERTIFICATED BARGAINING UNIT BASIC SALARY SCHEDULE
FISCAL YEAR 2023-24**

BOARD APPROVED DATE: February 13, 2024

EFFECTIVE DATE: ~~July 1, 2023~~ January 1, 2024
2.00%

STEP	CLASS A	CLASS B BA or BA + 15	CLASS C BA + 30 or MA	CLASS D BA + 45 or MA + 15	CLASS E BA + 60 or Dr. or MA + 30	CLASS F BA + 80 INCL. MA or Dr. or MA + 50
1	Class A Eliminated, Effective July 1, 2019	63,332	67,006	70,687	74,382	76,613
2		66,411	70,224	74,021	77,823	80,159
3		69,506	73,424	77,364	81,294	83,733
4		72,596	76,644	80,689	84,740	87,282
5		75,691	79,860	84,029	88,200	90,845
6		78,794	83,070	87,365	91,657	94,407
7		81,891	86,270	90,701	95,086	97,939
8		84,982	89,510	94,028	98,547	101,505
9		88,066	92,719	97,354	102,005	105,066
10		91,181	95,930	100,688	105,448	108,612
11		94,263	99,147	104,025	108,895	112,161
12		97,358	102,363	107,357	112,354	115,725
13		100,455	105,569	110,684	115,817	119,291
14		103,544	108,783	114,026	119,268	122,847
17		105,506	110,905	116,310	121,716	125,366
20		107,459	113,026	118,592	124,167	127,890
23		109,418	115,145	120,878	126,618	130,416
26		111,377	117,270	123,162	129,065	132,936

(Maximum initial placement = Step 4)

ADDITIONAL STIPENDS

Doctorate - Add 3.5% of Step Placement for earned doctorate.

Special Education - Add \$2,000 for full time or proportion of \$2,000 as assignment bears to full time.

Special Education - Teachers assigned to Moderate/Severe Classes, Severe/Profound Classes, and Behavior Intervention.

Classes - Add an additional \$1,000 for full time or proportion of \$1,000 as assignment bears to full time.

Elementary Combination Class Teacher - Add \$2,000 for full time or proportion of \$2,000 as assignment bears to full time.

JOB RATIO AND WORK YEAR ADJUSTMENTS:

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(Minimum Entry Level E-3)		Middle School Counselors * *	
School Nurse (197 days)	1.20	Program Specialist (195 days)	1.10
(hired after 1/1/16) (197 days)	1.12	Licensed Clinical Social Worker (LCSW) (197 days)	1.20
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Speech and Language Specialist	1.15	Library Media Teacher (185 days)	1.00
(185 days* All sites)		High School * *	
Speech and Language Specialist		Middle School * *	
(185 days + 10 days YRE sites)		Teacher on Assignment - District (190 days)	1.05
Special Education Teacher			
(185 days + 15 days YRE sites)			

May be allowed to work additional days at a per diem rate if, in the judgement of the administration, the work load warrants.

* = 5 days

* * = 10 days

**REDLANDS UNIFIED SCHOOL DISTRICT
CERTIFICATED BARGAINING UNIT BASIC SALARY SCHEDULE
FISCAL YEAR 2023-24 2024-25**

BOARD APPROVED DATE: February 13, 2024

EFFECTIVE DATE: ~~January 1, 2024~~ July 1, 2024
2.00%

STEP	CLASS A	CLASS B BA or BA + 15	CLASS C BA + 30 or MA	CLASS D BA + 45 or MA + 15	CLASS E BA + 60 or Dr. or MA + 30	CLASS F BA + 80 INCL. MA or Dr. or MA + 50
1	Class A Eliminated, Effective July 1, 2019	64,599	68,346	72,101	75,870	78,145
2		67,739	71,628	75,501	79,379	81,762
3		70,896	74,892	78,911	82,920	85,408
4		74,048	78,177	82,303	86,435	89,028
5		77,205	81,457	85,710	89,964	92,662
6		80,370	84,731	89,112	93,490	96,295
7		83,529	87,995	92,515	96,988	99,898
8		86,682	91,300	95,909	100,518	103,535
9		89,827	94,573	99,301	104,045	107,167
10		93,005	97,849	102,702	107,557	110,784
11		96,148	101,130	106,106	111,073	114,404
12		99,305	104,410	109,504	114,601	118,040
13		102,464	107,680	112,898	118,133	121,677
14		105,615	110,959	116,307	121,653	125,304
17		107,616	113,123	118,636	124,150	127,873
20		109,608	115,287	120,964	126,650	130,448
23		111,606	117,448	123,296	129,150	133,024
26		113,605	119,615	125,625	131,646	135,595

(Maximum initial placement = Step 4)

ADDITIONAL STIPENDS

Doctorate - Add 3.5% of Step Placement for earned doctorate.

Special Education - Add \$2,000 for full time or proportion of \$2,000 as assignment bears to full time.

Special Education - Teachers assigned to Moderate/Severe Classes, Severe/Profound Classes, and Behavior Intervention.

Classes - Add an additional \$1,000 for full time or proportion of \$1,000 as assignment bears to full time.

Elementary Combination Class Teacher - Add \$2,000 for full time or proportion of \$2,000 as assignment bears to full time.

JOB RATIO AND WORK YEAR ADJUSTMENTS:

Classroom Teachers (185 days)	1.00	Counselors and Academic Case Carriers (195 days)	1.12
School Psychologist (197 days)	1.20	Salary will be prorated for less than full time counselors	
(Minimum Entry Level E-3)		Middle School Counselors * *	
School Nurse (197 days)	1.20	Program Specialist (195 days)	1.10
(hired after 1/1/16) (197 days)	1.12	Licensed Clinical Social Worker (LCSW) (197 days)	1.20
Lead Nurse (205 days)	1.20	Licensed Mental Health Provider (197 days)	1.20
Speech and Language Specialist	1.15	Library Media Teacher (185 days)	1.00
(185 days* All sites)		High School * *	
Speech and Language Specialist		Middle School * *	
(185 days + 10 days YRE sites)		Teacher on Assignment - District (190 days)	1.05
Special Education Teacher			
(185 days + 15 days YRE sites)			

May be allowed to work additional days at a per diem rate if, in the judgement of the administration, the work load warrants.

* = 5 days

* * = 10 days

REDLANDS UNIFIED SCHOOL DISTRICT CERTIFICATED HOURLY SALARY SCHEDULE FISCAL YEAR 2023-2024

Board Approved Date:
Effective Date: July 1, 2023

Hourly Rate

Student Contact Hourly Rate	\$ 60.00
Non-Student Contact Hourly Rate	\$ 55.00
Summer School	\$ 60.00

ADULT EDUCATION SALARY SCHEDULE

Effective Date: July 1, 2023

Single Period Substitute Coverage	\$39.75
Miscellaneous	\$39.75

STEP	HIGH SCHOOL DIPLOMA	AA/AS DEGREE	BA/BS DEGREE	MA/MS DEGREE
1	\$41.16	\$43.22	\$46.98	\$54.79
2	\$42.40	\$44.50	\$48.93	\$56.75
3	\$43.69	\$45.85	\$50.89	\$58.70
4	\$45.01	\$47.23	\$52.84	\$60.66

STEP 1 is the entry level hourly rate

STEP 2 is paid the first pay period following completion of 1400 hours of teaching

STEP 3 is paid the first pay period following completion of 2800 hours of teaching

STEP 4 is paid the first pay period following completion of 4200 hours of teaching

REDLANDS UNIFIED SCHOOL DISTRICT

CERTIFICATED HOURLY SALARY SCHEDULE

FISCAL YEAR 2023-2024

Board Approved Date:	Hourly Rate
Effective Date: January 1, 2024	
Student Contact Hourly Rate	\$ 62.40
Non-Student Contact Hourly Rate	\$ 57.20
Summer School	\$ 62.40

ADULT EDUCATION SALARY SCHEDULE

Effective Date: January 1, 2024

Single Period Substitute Coverage	\$40.55
Miscellaneous	\$40.55

STEP	HIGH SCHOOL DIPLOMA	AA/AS DEGREE	BA/BS DEGREE	MA/MS DEGREE
1	\$41.98	\$44.08	\$47.92	\$55.89
2	\$43.25	\$45.39	\$49.91	\$57.89
3	\$44.56	\$46.77	\$51.91	\$59.87
4	\$45.91	\$48.17	\$53.90	\$61.87

STEP 1 is the entry level hourly rate

STEP 2 is paid the first pay period following completion of 1400 hours of teaching

STEP 3 is paid the first pay period following completion of 2800 hours of teaching

STEP 4 is paid the first pay period following completion of 4200 hours of teaching

REDLANDS UNIFIED SCHOOL DISTRICT **CERTIFICATED HOURLY SALARY SCHEDULE** **FISCAL YEAR 2024-2025**

Board Approved Date:	Hourly Rate
Effective Date: July 1, 2024	
Student Contact Hourly Rate	\$ 63.65
Non-Student Contact Hourly Rate	\$ 58.34
Summer School	\$ 63.65

ADULT EDUCATION SALARY SCHEDULE

Effective Date: July 1, 2024

Single Period Substitute Coverage	\$41.36
Miscellaneous	\$41.36

STEP	HIGH SCHOOL DIPLOMA	AA/AS DEGREE	BA/BS DEGREE	MA/MS DEGREE
1	\$42.82	\$44.96	\$48.88	\$57.01
2	\$44.12	\$46.30	\$50.91	\$59.05
3	\$45.45	\$47.71	\$52.95	\$61.07
4	\$46.83	\$49.13	\$54.98	\$63.11

STEP 1 is the entry level hourly rate
STEP 2 is paid the first pay period following completion of 1400 hours of teaching
STEP 3 is paid the first pay period following completion of 2800 hours of teaching
STEP 4 is paid the first pay period following completion of 4200 hours of teaching

Appendix B

The following positions have been determined as hard to fill:

Moderate/Severe Special Education
Speech Language Pathologist
Physics
Mathematics
School Nurse