



“OUR CHILDREN – OUR FUTURE”

Ravenswood City School District
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Gina Sudaria
Superintendent

August 18, 2021

TO: Ronda White, RTA President
Andrea Reyna, RTA Negotiations Chair

FROM: Gina Sudaria, Superintendent

RE: District’s Initial Proposal, 2021-22 Contract Reopener

Consistent with Government Code section 3547, this shall serve as the Ravenswood City School District’s initial proposal to begin bargaining on the 2021-22 contract reopener between the District and the Ravenswood Teachers’ Association (“RTA”).

The District wishes to address through negotiations:

Article 12: Compensation

The District has an interest in appropriately compensating employees while maintaining a fiscally responsible and positively certified balanced budget.

- The District is compensating unit members for their voluntary participation in summer professional development at an hourly rate of \$100.
- The District is compensating unit members for their voluntary participation in their school site retreat and site book study with a daily stipend of \$1,000, up to \$3,000 per unit member.
- The District is compensating unit members for voluntary extended day assignments with a monthly stipend of \$500 per unit member.
- The District is compensating unit members for their voluntary participation on their school site Instructional Leadership Team with an annual stipend of \$3,000 per unit member.
- The District is compensating unit members for their voluntary participation as a Grade Level Facilitator for their school site with an annual stipend of \$3,000 per unit member.
- The District is compensating unit members for their voluntary participation as a Department Lead for Cesar Chavez Ravenswood Middle School with an annual stipend of \$3,000 per unit member.
- The District is compensating unit members for their voluntary participation as a Grade Level Department Lead for Cesar Chavez Ravenswood Middle School with an annual stipend of \$1,500 per department, per unit member.

Article 8: Evaluation Procedure

The District has an interest in empowering teachers at every stage of their career to continuously improve their craft through regular and meaningful feedback, support for professional growth, and recognition of effective instruction.