

RESCUE UNION SCHOOL DISTRICT

AGENDA ITEM: **Assembly Bill 3216, renamed the *Phone-Free School Act***

RECOMMENDATION:

The Superintendent recommends the Board of Trustees receive a report related to Assembly Bill 3216, renamed the *Phone-Free School Act*, and its alignment with our District policy.

BACKGROUND:

California state legislators recently passed Assembly Bill 3216, the *Phone-Free School Act*, which requires every school district, charter school, and county office of education to adopt and implement a policy limiting student smartphone use by **July 1, 2026**.

The legislation was authored by a bipartisan group of Assembly members, including Republican Josh Hoover and Democrats Josh Lowenthal and Al Muratsuchi. It responds to growing concerns that smartphones in classrooms contribute to:

- Reduced academic performance
- Increased incidents of academic dishonesty
- Higher rates of cyberbullying
- Heightened anxiety, depression, and other mental health issues among students

The *Phone-Free School Act* builds on prior legislation from 2019 that permitted, but did not require, school districts to regulate smartphone use. The new mandate requires:

- Periodic review and updates of cellphone policies (every five years)
- Specific exemptions, including medical needs, emergencies, or accommodations within an IEP
- Prohibition against staff accessing or monitoring students' online activity

STATUS:

The Rescue Union School District has policies in place that restrict student cellphone use during school hours. However, these policies will need to be reviewed and potentially revised to ensure consistency across all elementary and middle schools, and to align with the new statewide requirements.

FISCAL IMPACT:

There is no anticipated cost.

BOARD GOAL(S):

I. CONTINUOUS IMPROVEMENT

Create and promote practices and environments that foster a culture of continuous improvement by systematically analyzing data, engaging in reflective dialogue, and implementing evidence-based strategies to enhance student learning outcomes, staff professional growth, and overall district performance.

Reflected in LCAP GOAL(S) 1-2-3



October 7, 2025
Board Meeting
Assembly Bill 3216
CA Phone-Free School Act

Agenda

- Assembly Bill 3216 – The Phone-Free School Act
- Why
- Requirements
- Our Current Practice
 - Consistencies
 - Inconsistencies
- Next Steps
 - Creating a Policy
 - Board Action

Assembly Bill 3216 – The Phone-Free School Act

- California state legislature recently passed Assembly Bill 3216, the *Phone-Free School Act*, which requires every school district, charter school, and county office of education to adopt and implement a policy limiting student smartphone use by **July 1, 2026**.

Why?

Growing concerns that smartphones in classrooms contribute to:

- Reduced academic performance
- Increased incidents of academic dishonesty
- Higher rates of cyberbullying
- Heightened anxiety, depression, and other mental health issues among students
- School and class disruption

Requirements

- Develop/implement local policy by **July 1, 2026**
- Review & update policy **every 5 years**
- **Exemptions:**
 - Emergencies
 - With staff permission
 - Medical needs (doctor)
 - IEP accommodations
- **Restrictions on staff:** Cannot monitor students' online activity

Our Current Practice – Consistencies

At all sites cell phones are:

- **Turned Off During School Hours**

- Every site requires phones to be turned off during the school day.

- **Stored Away/Not Visible**

- All schools require phones to be kept in backpacks, bags, or otherwise stored away so they are not accessible during instructional hours.

- **Allowed After School/Dismissal**

- Each policy allows use of cell phones after the school day ends, either explicitly (e.g., “after dismissal bell”) or implied (devices can be turned back on when leaving campus).

Our Current Practice – Inconsistencies

Variations between sites include:

- Consequences for Violations
- Access to Phones for Parent Communication
- Device Types Covered

Our Current Practice – Inconsistencies

Variations between sites include:

- **Consequences for Violations**

- MVMS: Merit loss or detention
- Jackson: Phone confiscated until end of the day
- Lakeview: Phone confiscated until device picked up by a parent
- Other schools: No explicit consequence stated

Our Current Practice – Inconsistencies

Variations between sites include:

- **Access to Phones for Parent Communication**
 - Pleasant Grove, Lakeview: Explicitly require students to go through the office if they need to contact parents
 - MVMS, Jackson, Green Valley: No mention of office process
 - Rescue, Lake Forest: Only reference “emergency use” of office phones

Our Current Practice – Inconsistencies

Variations between sites include:

- **Device Types Covered**

- Some policies specify smartwatches, earbuds, AirPods (Pleasant Grove, Lake Forest, Rescue, Lakeview, Green Valley)
- Others reference only cell phones (MVMS, Jackson)
- Wording differs (e.g., “cell watches,” “ear pods,” “watch devices”)

Next Steps

Consistent language

- We will need to:
 - reach agreement on consistent MS and Elementary policy language (cell phones and other devices)
 - address key cell-phone requirements of AB 3216 in our policy

Board Action on Policy

- Estimated Winter 2025/2026



RESCUE UNION SCHOOL DISTRICT

AGENDA ITEM:

Constitution Day

RECOMMENDATION:

The Superintendent recommends the Board of Trustees receive an informational report about the District's schools' preparation and celebration of Constitution Day.

BACKGROUND:

The California Code, Education Code - EDC § 37221 mandates that CA schools include exercises and instruction in the purpose, meaning, and importance of the Constitution of the United States, including the Bill of Rights on or near the date of the adoption of the Constitution of the United States.

RUSD Regulation 6115: Ceremonies and Observances calls for district schools to hold exercises in accordance with law to commemorate Constitution Day among others (Education Code 37220, 37221, 45460). Commemorative exercises shall be integrated into the regular educational program to the extent feasible.

STATUS:

All seven Rescue USD sites actively prepared for and celebrated Constitution Day with schoolwide and classroom activities to celebrate the national observance of this day on September 17.

FISCAL IMPACT:

There is no fiscal impact related to celebrating Constitution Day.

BOARD GOALS:

I. CONTINUOUS IMPROVEMENT

Create and promote practices and environments that foster a culture of continuous improvement by systematically analyzing data, engaging in reflective dialogue, and implementing evidence-based strategies to enhance student learning outcomes, staff professional growth, and overall district performance.

Reflected in LCAP GOAL(S) 1-2-3



October 7, 2025

Constitution Day

Topics to be Covered

- Intent
- Ed Code and Board Policy - Constitution Day
- Our Continuous Improvement Approach
- District Support
- School and Classroom Events
- Preparing for 2026
- Questions?



Intent of Constitution Day

Commemoration of the U.S. Constitution:

- Constitution Day marks the anniversary of the signing of the U.S. Constitution on September 17, 1787, celebrating its historical significance.

Promotion of Civic Awareness:

- The day aims to enhance students' understanding of constitutional principles, civic responsibilities, and the structure of government.

Educational Requirement:

- California public schools are mandated to provide programs and activities related to the U.S. Constitution to foster civic engagement and appreciation for democratic values.



● Ed Code and Board Policy - Constitution Day

The California Code, Education Code - EDC § 37221 mandates CA schools include exercises and instruction on the purpose, meaning, and importance of the Constitution of the United States, including the Bill of Rights, on or near the date of the adoption of the Constitution of the United States.

RUSD Regulation 6115: Ceremonies and Observances calls for district schools to hold exercises in accordance with law to commemorate Constitution Day among others (Education Code 37220, 37221, 45460). Commemorative exercises shall be integrated into the regular educational program to the extent feasible.



Our Continuous Improvement Approach

- **Plan**
 - We begin planning in July and refine until September 17 of each year
- **Do**
 - We implement our plans at all seven sites on September 17 each year
- **Study**
 - Each year we evaluate how the day goes, celebrate successes and identify areas for growth
- **Act**
 - We will implement a plan to maintain the areas where we excelled and improve upon the areas in need of refining



District Support

- Guiding Document
 - Produced and distributed in July for all instructional staff
 - CDE supporting documents per grade level
- Districtwide Messaging
 - Messaging was provided for all sites to share with their community



Elementary and Middle Schools (All)

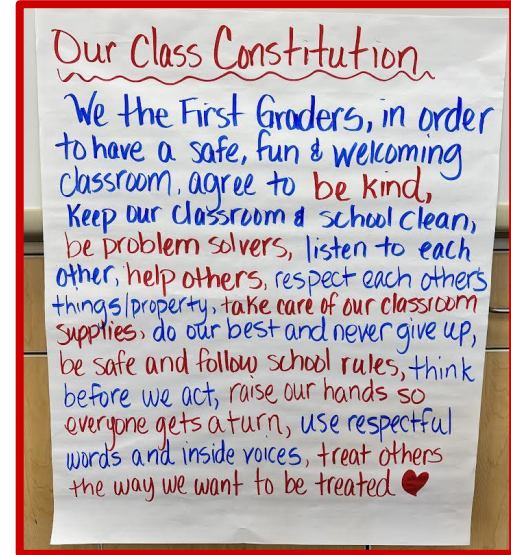
- **Theme for the Day**
 - Red, White and Blue day
- **Communication to our Community**
 - Publishing information and Constitution Day details in our school newsletters
 - E-blasts
 - Sending out a Constitution Day announcement in the Friday Parent Newsletter
- **School Wide Events on September 17**
 - Students get information about Constitution Day over the loudspeaker after the pledge
 - Pledge of Allegiance (a daily activity)
 - Activities vary from site to site
- **Classroom Level**
 - Teachers conduct various Constitution-related activities in alignment with the Guiding Documents by grade level
 - Activities vary from class to class



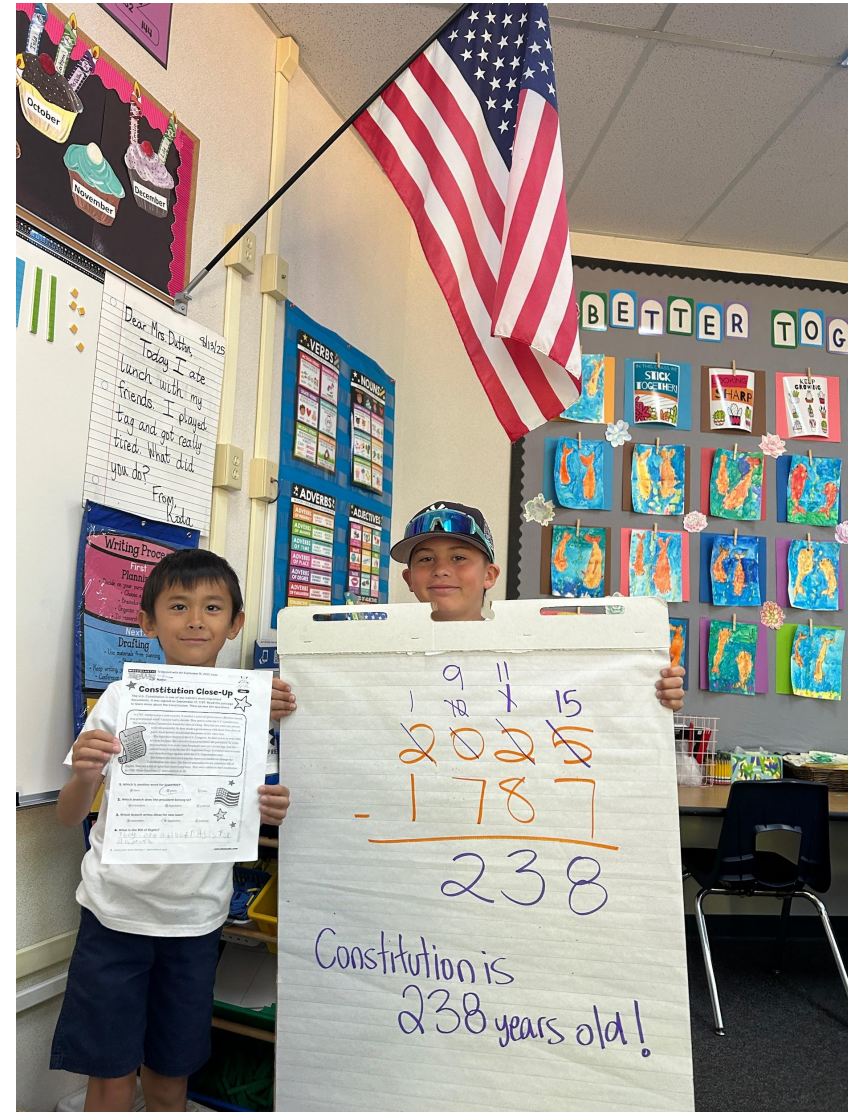
Spiritwear Attire and Decorations



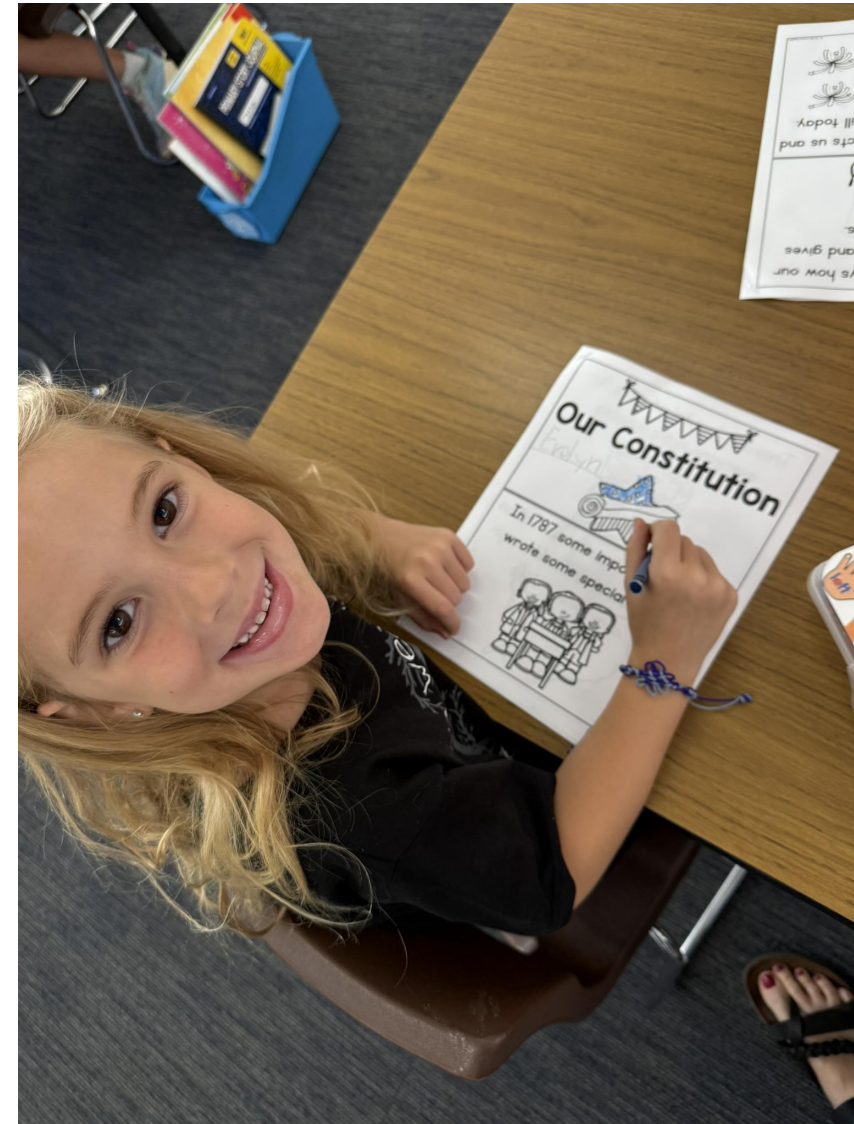
Classroom Activities



Classroom Activities



Classroom Activities



Classroom Activities



Elementary School Highlight

- **Lake Forest**

- Schoolwide assembly at the flagpole
 - Parents and community invited
- 5th grade students led the event, teaching about the importance of Constitution Day
- 5th grade students raised the flag and the whole school recited the pledge of allegiance
- Mrs. Pierce's 3rd Grade Class sang two patriotic songs in front of the school



Assembly at Lake Forest



Middle School Highlight

- **Marina Village**

- Morning assembly in the quad with parents and community invited
- PTO decorated the quad
- Daughters of the American Revolution (DAR) and PTO gave out “Americana” swag
- Sons of the American Revolution (SAR) conducted a flag ceremony
- Students led the event, talking about the importance of Constitution Day
- Three guest speakers (recent citizenship parent, DAR, and Superintendent)
- Schoolwide pledge of allegiance and reading of the preamble to the Constitution
- MVMS Band played a few patriotic songs
- All 8th grade students received a copy of the Constitution in their history classes
- History class took time to instruct students on the importance of the Constitution
- All staff rang bells at 1:00 PM to recognize the actual time of the signing



Assembly at Marina Village



● Next Steps

- **Plan**

- We begin planning in July and will refine until September 17, 2026

- **Do**

- We implement our plans at all seven sites on September 17, 2026

- **Study**



- We will evaluate how the day went, celebrating successes and identifying areas for growth

- **Act**



- We will implement a plan to maintain the areas where we excelled and improve upon the areas in need of improvement



- Next Steps

AMERICA





RESCUE UNION SCHOOL DISTRICT

AGENDA ITEM: Rescue Union School District Board of Trustees Proclamation – *Building a Culture of Excellence Grounded in a Culture of Caring*

RECOMMENDATION:

The Superintendent recommends the Board of Trustees adopt the attached proclamation affirming that excellence in the Rescue Union School District is rooted in compassion, connection, and a culture of caring.

BACKGROUND:

The Rescue Union School District is committed to building a culture of excellence for students, staff, and the broader community. This work is sustained not only through academic achievement and professional practice, but also through intentional acts of care and compassion.

The attached proclamation recognizes that behind every staff member is a unique story of joys, challenges, and responsibilities, and that acknowledging and supporting one another strengthens our schools and district. By uplifting colleagues through small but meaningful acts—such as encouragement, listening, and connection—the district fosters trust, empathy, and belonging.

This proclamation further emphasizes that the Rescue Union family extends beyond job titles and campuses, reaching retired colleagues and affirming that once part of RUSD, always part of RUSD.

STATUS:

If adopted, the proclamation will serve as an affirmation of the Board’s commitment to grounding our pursuit of excellence in compassion and caring, reinforcing practices that strengthen staff well-being and community connection.

FISCAL IMPACT:

There is no anticipated cost.

BOARD GOAL(S):

I. CONTINUOUS IMPROVEMENT

Create and promote practices and environments that foster a culture of continuous improvement by systematically analyzing data, engaging in reflective dialogue, and implementing evidence-based strategies to enhance student learning outcomes, staff professional growth, and overall district performance.

Reflected in LCAP GOAL(S) 1-2-3

**Rescue Union School District
Board of Trustees Proclamation**

**Building a Culture of Excellence
Grounded in a Culture of Caring**

WHEREAS, the staff of the Rescue Union School District - teachers, support personnel, and administrators - form a community rooted not only in shared professional responsibilities, but in deep care and compassion for one another; and

WHEREAS, we recognize that behind every colleague is a life filled with loved ones, joys, challenges, and burdens - whether related to health, major life changes, finances, or personal circumstances - and that these experiences, along with their emotional impact, naturally shape each person's daily experience; and

WHEREAS, if we are to continue building a culture of excellence, it must be firmly grounded in a culture of caring, where each individual is seen, valued, and supported as a whole person; and

WHEREAS, the daily intensity and pace of our work can make it easy to focus only on tasks and responsibilities, yet the strength of our schools and departments lies in the intentional practice of pausing to connect with, encourage, and uplift those around us; and

WHEREAS, acts of compassion - whether a kind word, a thoughtful check-in, or a gesture of support - strengthen not only our staff but also the fabric of our district, creating an environment where trust, empathy, and belonging thrive; and

WHEREAS, these connections extend beyond buildings and job titles, reaching across schools, throughout the district, and even to our colleagues who have retired, reminding us that once part of the Rescue Union family, always part of the Rescue Union family;

NOW, THEREFORE, BE IT RESOLVED, that the Rescue Union School District Board of Trustees encourages all staff to take the time to check in with colleagues, to listen with care, and to offer encouragement, knowing that such small acts have the power to transform lives; and

BE IT FURTHER RESOLVED, that through this shared commitment we affirm that excellence in Rescue Union School District will always be rooted in compassion, connection, and the belief that caring for one another strengthens not only our schools, but our community as a whole.

Michael Gordon, Board President

Jim Shoemake, Superintendent and Board Secretary

RESCUE UNION SCHOOL DISTRICT

AGENDA ITEM: Student Services Department Update

RECOMMENDATION:

The Superintendent recommends the Board of Trustees receive a report on our Student Services Department.

BACKGROUND:

Over the past three years, the Rescue Union School District has advanced a phased approach to strengthening Student Services, beginning with reorganization and building improved systems and identification practices. In 2024–2025, implementation efforts emphasized expanded staff training, stronger communication, and alignment between General Education, MTSS, and Special Education.

STATUS:

These changes have responded to rising student needs with larger caseloads, additional SDC classes, and new Wellness Centers. Looking ahead, the focus is on curriculum adoption, digital assessment tools, and inclusive events that foster student connection and belonging.

FISCAL IMPACT:

Funding and expenditures are included in the adopted district budget.

BOARD GOAL(S):

I. CONTINUOUS IMPROVEMENT

Create and promote practices and environments that foster a culture of continuous improvement by systematically analyzing data, engaging in reflective dialogue, and implementing evidence-based strategies to enhance student learning outcomes, staff professional growth, and overall district performance. **Reflected in LCAP GOAL(S) 1-2-3**

II. STUDENT SUPPORT

A. Student Safety and Well Being: Enhance and encourage social, emotional, ethical and civic learning by providing a safe, supportive and diverse environment. **Reflected in LCAP GOAL 2**

B. Curriculum and Instruction: Provide a meaningful, innovative learning experience using content standards, research-based instructional methodology, effective instructional materials, staff development and technology that will ensure student success while in our District and beyond. **Reflected in LCAP GOAL 1**

C. Environment: Foster an engaging learning environment that motivates students to take ownership of their learning and personal academic growth. **Reflected in LCAP GOAL 2**

III. STAFF SUPPORT

Attract and retain diverse, knowledgeable, dedicated individuals who are skilled and supported in their commitment to provide quality education for our students. **Reflected in LCAP GOAL(S) 1-2-3**

V. FISCAL ACCOUNTABILITY

Keep the district fiscally solvent and stable through prudent LCAP aligned budget processes in order to meet the needs of all of our students, staff and schools. **Reflected in LCAP GOAL(S) 1-2-3**



October 7, 2025

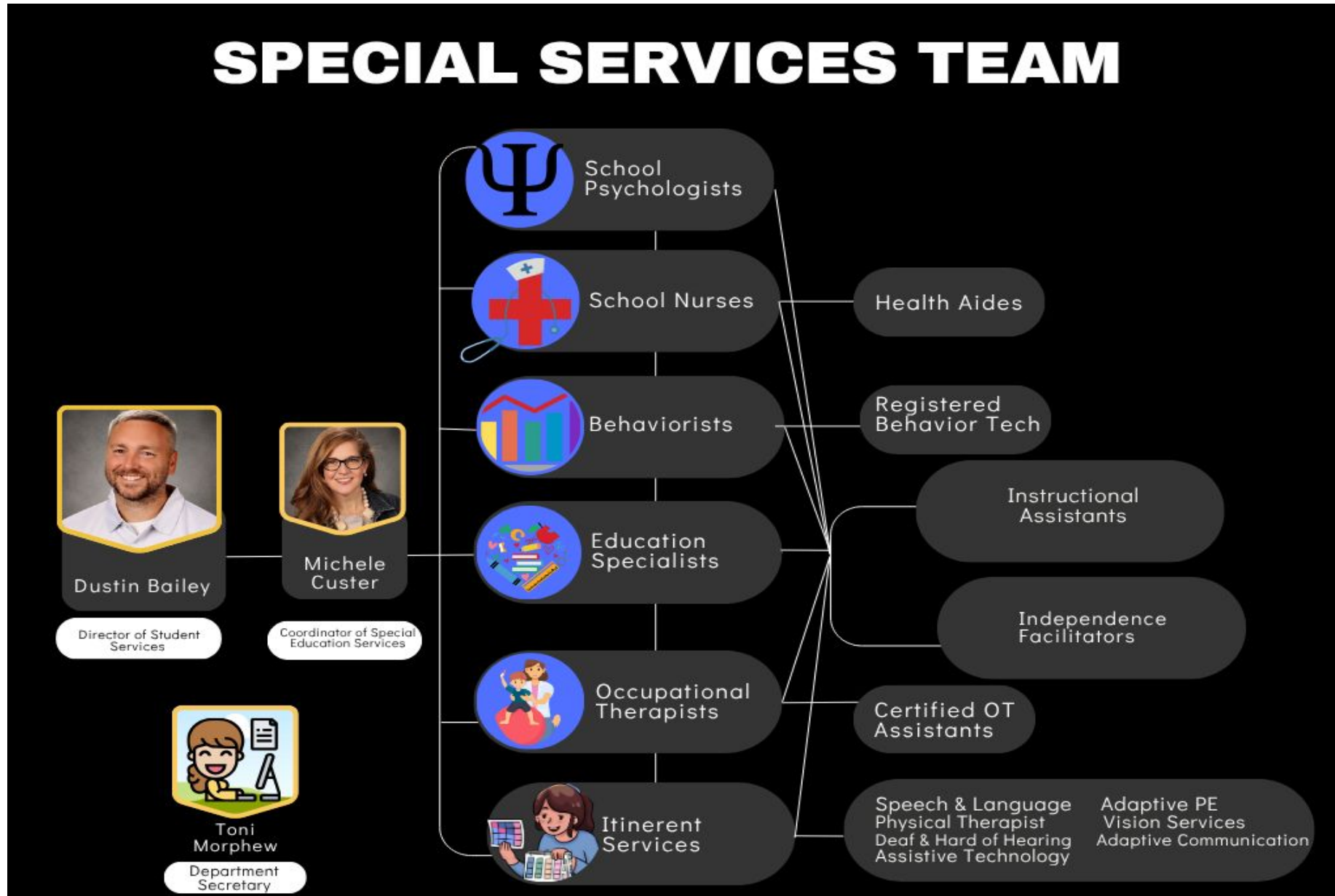
Student Services Department Plan

Rescue Union School District Board of Education

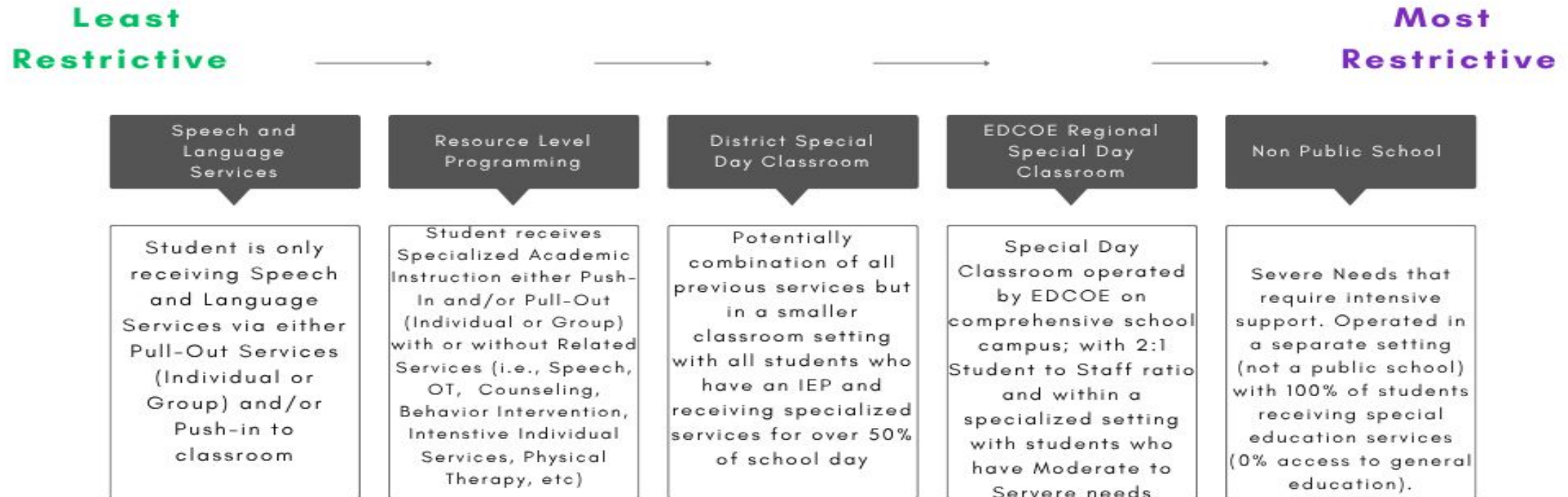
Topics to be Covered

- Department Reorganization (2022-2023)
- Systems & Identification (2023-2024)
- Implementation (2024-2025)
- Student Services Looking Forward (2025-2026)





Continuum of SPED Services



Who We Serve: 2024-2025

Students Served

- **511 Students receiving services**
- **41 students are being assessed for services**
- **24 students in EDCOE Regional Classrooms**
- **15 preschoolers in 4 County Classrooms**
 - *Rolling Enrollment Through year
- **2 Non-Public Schools (Placed)**
 - **4 Non-Public Schools (Settlement/ADR)**
- **1 Residential Placement**



Impacts: 2023-2024

- **Students**
 - Growing number of students needing services
- **School Psychologists**
 - Increased number of evaluations
 - High number of ERMHS services = 49 students at data collection
- **RSP Teachers**
 - Larger caseload
 - Additional Roving RSP teacher (JE/RE)
- **Other Support Providers**
 - Elevated caseload demands and juggling multiple sites
- **Principals/GE Teachers**
 - High volume of IEP meetings to attend
 - Additional SDC classes added (PG/LF) - more students pushing in



Special Education Population in RUSD

- 2022-2023 data as of October 11, 2022
- 2023-2024 data as of May 2, 2024
- 2024-2025 data as of May 27, 2025

Year	# SWD	% SWD	Increase
2020-2021	484	13.8%	
2021-2022	523	14.6%	8% Increase
2022-2023	547	15.5%	4% Increase
2023-2024	670	18.4%	8% Increase
2024-2025	663	18.5%	1% Decrease



Year 2: 2023-2024

- Systems & Identification
 - Staffing
 - TOSA
 - Roving Ed Specialist
 - Continued collaboration w/ MTSS
 - Biweekly Behavior Team meetings
 - Behavior Referral process
 - PD opportunities
 - Teachers/Support Providers
 - Monthly Aide training
 - Compliance
 - Service Log Tracking → Offer of FAPE
 - Change of placement - Least Restrictive Environment
 - Multidisciplinary Report
 - IEP Pagination



Year 3: 2024-2025

- Change in leadership
 - Dustin Bailey, Director of Special Education and Student Services
 - Michele Custer, Special Education Coordinator
- Implementation
 - Monthly Department Trainings
 - Monthly Office Hours for all staff
 - Increased communication and transparency with RUSD staff
 - Bridging the gap between General Education, Multi-Tiered Systems of Support and Special Education through “Roadshows”
 - Ongoing training and professional development for staff
 - Exploring Special Education curriculum
 - Increases in reimbursements for Medi-Cal eligible services resulting in the recovery of over \$100,000.



Positive Impacts of 2024-2025

- Students
 - More trained staff supporting
 - Outlined identified areas of need
 - Measurable goals - show progress/or lack of
 - BSP/BIP to support - Least restrictive
 - Addition of increased Tier 1 & 2 supports
 - Wellness Center addition to Marina and Lake Forest with an expansion at PG
- Parents
 - Increased understanding/communication
 - Improved transparency
 - Objective reporting with multiple professionals collaborating on reports



Special Education Results

Category	2023-2024	2024-2025
<u>Exceeded the Goal:</u> >75% Agree/Strongly Agree (4.0 or better)	7 questions	10 questions
<u>Below the Goal:</u> <74% Agree/Strongly Agree (3.99 or less)	13 questions	10 questions (6 were at 3.9 or better)



Looking Forward: 2025-2026

- Continued Roadshows at each site using feedback from last year.
- Special Education Curriculum
 - Pending public trial and board consent RUSD will be adopting a comprehensive SDC Curriculum: Teach Town
 - Q-Interactive
 - Digital Assessment
 - iPad Administration
 - Increased Accuracy
 - Cost Savings
 - Increased Engagement
 - Time Savings



Student Services Events

- Unified Sports
 - Elementary - Basketball (LF) organized by Special Education
 - Middle School - Track & Field (PG) supported by Special Education staff
- Chili Cookoff
- Winter Gatherings





RESCUE UNION SCHOOL DISTRICT

AGENDA ITEM: **AB1200 Disclosure-Classified Employees (CSEA)
Tentative Agreement & Salary Schedules for 2024-25 and 2025-26 fiscal
years.**

RECOMMENDATION:

The Superintendent recommends the Board of Trustees approve the Tentative Agreement with the **Classified Employees (CSEA)** of the Rescue Union School District, MOUs, and the AB1200 Disclosure.

BACKGROUND:

This public disclosure is required for all negotiations agreements entered into by the district under Government Code Section 3547.5.

STATUS:

This document includes all known changes in costs based on current assignment and staffing for **Classified Employees (CSEA)** for the 2024-25 and 2025-26 fiscal years. The District and **Classified Employees (CSEA)** have agreed that their salaries shall be increased by a total of 0.0% (zero) for the 2024-25 year and 1.9% effective July 1, 2025.

Additionally, the salary schedule will have steps 1 and 2 blacked out (removed) and employees on steps 1 and 2 will be moved to step 3.

FISCAL IMPACT:

The fiscal impact is included on the Collective Bargaining Disclosure.

BOARD GOAL:

III. STAFF SUPPORT

Attract and retain diverse, knowledgeable, dedicated individuals who are skilled and supported in their commitment to provide quality education for our students.

V. FISCAL ACCOUNTABILITY

Keep the district fiscally solvent and stable through prudent LCAP aligned budget processes in order to meet the needs of all of our students, staff and schools.

DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT
In Accordance with AB1200 (Statutes of 1991, Chapter 1213); G.C. 3547.5; CCR, Title V, Section 15449

SELECT DISTRICT HERE:

Rescue School District

The proposed agreement is a 2 year agreement that covers the period beginning 07/01/2024 and will be acted upon by the Governing Board at its meeting on October 7, 2025. The General Fund is impacted as follows. Impact on other funds is addressed in the narrative.

Bargaining Unit Group
(Please use separate disclosure for each group)

Certificated
 Classified
 Confidential/Management
 Other

Check one by marking with "x"	Cost of 1% *
	\$ -
x	\$ 106,024
	\$ -
	\$ -

* includes salary and related benefits, e.g. STRS, PERS, Workers Compensation, Unemployment

A. Proposed Change in Compensation

	Compensation	\$ Fiscal Impact of Proposed Agreement		
		Year 1 FY - 24-25	Year 2 FY - 25-26	Year 3 FY - 26-27
1	Salary Schedule - Increase(Decrease)	-	207,424	207,424
2	Step and Column - Increase (Decrease) due to movement plus any changes due to settlement			2,797
3	Other Compensation (complete description below)			
4	Statutory Benefits - Increase (Decrease) in STRS, PERS, FICA, WC, UI, Medicare, etc. (may be included in costs above or shown separately)	-	68,545	69,553
5	Health/Welfare Benefits - Increase (Decrease)			
6	Total Compensation	-	275,969	279,774
7	Total Number of Represented Employees			
8	Total Compensation Average Cost per Employee - Increase (Decrease)	-	-	-

%		
Year 1 FY - 24-25	Year 2 FY - 25-26	Year 3 FY - 26-27
Cost of 1%:	\$ 106,024	
0.00%	1.96%	1.96%
0.00%	0.00%	0.03%
0.00%	0.00%	0.00%
0.00%	0.65%	0.66%
0.00%	0.00%	0.00%
0.00%	2.60%	2.64%

9 Other Compensation - Increase (Decrease)
 (Stipends, Bonuses, etc.) Provide Description Below

None

10 Were any additional steps, columns, or ranges added to the schedules? YES NO

If YES, please explain below

Classified salary schedule will remove steps 1 and 2 and will now start on step 3.

11 Does this bargaining group have a negotiated cap for Health and Welfare benefits? YES NO

If YES, please indicate the cap amount.

\$9,132.60 - \$10,332.60

Classified

- A. Proposed change in compensation.** Provide a brief narrative of the proposed change in compensation, including percentage change(s), effective date(s), and comments and explanations as necessary

Effective 7/1/2024, the salary schedule will increase 0.0% for Classified employee group.
Effective 7/1/2025, the salary schedule will increase 1.9% for Classified employee group and steps 1 and 2 will be blacked out. Those employees on steps 1 and 2 will be moved to step 3 effective 7/1/2025.

- B. Proposed negotiated changes in non-compensation items** (e.g. class size adjustments, staff development days, teacher prep time, etc.)

none

- C. What are the specific impacts on instructional and support programs to accommodate the settlement?** Include the impact of non-negotiated changes such as staff reductions and program reductions/eliminations.

none

- D. What contingency language is included in the proposed agreement?** Include specific areas identified for reopeners, applicable fiscal years, and specific contingency language.

none

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

- F. Will this agreement create, or increase an operating deficit in the current or subsequent year(s)?** An operating deficit 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, for current and subsequent years.

- G. Source of funding for proposed agreement.**

Current year:

General funds (LCFF) reserves

How will ongoing cost of the proposed agreement be funded in future years?

General funds (LCFF) reserves

If multi-year agreement, what is the source of funding, including assumptions used, to fund these obligations in future years? (Remember to include compounding effects in meeting obligations).

n/a

For multi-year agreements, please provide a multi-year financial projection covering the term of the agreement. Include all assumptions used in the projections enrollment growth, COLA, deficits, etc.

- H. Describe the financial impact on other funds affected by the proposed settlement - consider Cafeteria, Adult Education, Deferred Maintenance**

other funds can support the increase

G. Impact of Proposed Agreement on Current Year Unrestricted Reserves

1. State Reserve Standard (after impact of Proposed Agreement)

a. Total expenditures, transfers out, and uses (including cost of proposal)	\$	54,269,758
b. State Standard Minimum EUR Percentage for this district		3.00%
c. State Standard Minimum EUR amount for this district	\$	1,628,093
<i>(greater of line 1-c or \$65,000 for districts w/less than 100 ADA)</i>		

2. Budgeted Unrestricted reserve (after impact of Proposed Agreement)

a. General Fund budgeted Unrestricted EUR	\$	5,198,062
b. General Fund budgeted Unrestricted Unappropriated amount	\$	3,243,108
c. Special Reserve Fund budgeted EUR	\$	-
d. Special Reserve Fund budgeted Unappropriated amount	\$	-
e. Total District budgeted Unrestricted reserves	\$	8,441,170

3. Do Unrestricted reserves meet the state minimum standard amount?

Yes ☒ No ☐

IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

In accordance with E.C. 42142

Date of governing board approval of budget revisions in Col. 2

If the board approved revisions are different from the proposed revisions in Col. 2, provide an updated report upon approval of the district governing board.

Current Year 1: 2024-25

	(Col. 1) Latest Board- approved budget before settlement (as of Unaudited Actuals)	(Col. 2) Revisions Necessary as a result of proposed settlement	(Col. 3) Other Revisions	(Col. 4) Total impact on budget (col. 1+2+3)
REVENUES				
LCFF Sources (8010-8099)	38,898,373			38,898,373
Remaining Revenues (8100-8799)	11,031,689			11,031,689
TOTAL REVENUES	49,930,062		-	49,930,062
EXPENDITURES				
1000 Certificated Salaries	20,729,990			20,729,990
2000 Classified Salaries	8,034,354			8,034,354
3000 Employee Benefits	10,952,160			10,952,160
4000 Books and Supplies	1,686,786			1,686,786
5000 Services and Operating Expenses	5,928,343			5,928,343
6000 Capital Outlay	998,651			998,651
7000 Other	1,757,851			1,757,851
TOTAL EXPENDITURES	50,088,135	-	-	50,088,135
OPERATING SURPLUS (DEFICIT)	(158,073)			(158,073)
Other Sources and Transfers In				
Other Uses and Transfers Out	792,624		-	792,624
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	(950,697)	-	-	(950,697)
BEGINNING BALANCE	16,836,662			16,836,662
ENDING BALANCE	15,885,965			15,885,965

IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS
In accordance with E.C. 42142

Year 2: 2025-26				Year 3: 2026-27			
(Col. 5) Latest Board- approved MYP before settlement (as of Board Adoption)	(Col. 6) Revisions Necessary as a result of proposed settlement	(Col. 7) Other Revisions	(Col. 8) Total impact on budget (col. 5+6+7)	(Col. 9) Latest Board- approved MYP before settlement (as of Board Adoption)	(Col. 10) Revisions Necessary as a result of proposed settlement	(Col. 11) Other Revisions	(Col. 12) Total impact on budget (col. 9+10+11)
39,951,026			39,951,026	40,930,521			40,930,521
10,223,392			10,223,392	9,669,879			9,669,879
50,174,418			50,174,418	50,600,400			50,600,400
21,195,301			21,195,301	21,489,888			21,489,888
8,562,174	207,424		8,769,599	8,688,026	210,221		8,898,247
11,592,777	68,545		11,661,322	11,704,407	69,553		11,773,960
2,248,896		406,149	2,655,045	1,730,807			1,730,807
6,493,430		496,747	6,990,177	5,636,314			5,636,314
626,915			626,915	80,000			80,000
1,871,399			1,871,399	1,871,399			1,871,399
52,590,893	275,969	902,896	53,769,758	51,200,842	279,774	-	51,480,616
(2,416,474)			(3,595,339)	(600,442)			(880,216)
500,000			500,000	500,000			500,000
(2,916,474)	-	-	(4,095,339)	(1,100,442)	-	-	(1,380,216)
15,885,965			15,885,965	12,969,491			11,790,625
12,969,491			11,790,625	11,869,049			10,410,409

Certification No. 1

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Assistant Superintendent of Business Services for the Rescue School District, hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the Rescue Union Classified employee group during the term of the agreement effective July 1, 2024.

☒ The budget revisions necessary to meet the costs of the agreement in year of its term are reflected on pages 5 & 6 of this document.

☐ N/A - No budget revisions necessary.

District Superintendent (Signature)

Date

Assistant Superintendent of Business Services (Signature)

Date

Certification #2

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 Bargaining Agreement* in accordance with the requirement of AB 1200 and Government Code Section 3547.5.

District Superintendent or Designee (Signature)

Date

Contact Person

Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on October 7, 2025, took action to approve the proposed agreement with the Bargaining Unit.

President (or Clerk), Governing Board (Signature)

Date

CSEA/RUSD Tentative Agreement

CSEA Signature

RUSD Signature

CSEA Rep

Date: September 12, 2025

TENTATIVE AGREEMENT

Between the

RESCUE UNION SCHOOL DISTRICT (DISTRICT)

and the

California School Employees Association

and its Rescue Chapter No. 737 (CSEA)

September 12, 2025

For the 2024-25 re-opener agreement



The Rescue Union School District (District) and California School Employees Association and its Rescue Chapter 737 (CSEA) jointly agree to the following in its entirety:

Article XVI - Salary

The salary schedule shall be increased 0% (zero) for 2024-25 and increased 1.9% for the 2025-26 school year for all Classified positions effective July 1, 2025.

Steps 1 and 2 of the classified salary schedule shall be eliminated for all positions effective the 2025-26 school year.

Employees currently on step 1 or 2 will be placed at step 3 effective July 1, 2025. All other employees will remain the same.

Article VIII - Leaves

The Rescue Union School District ("District") agrees to provide retroactive sick leave, vacation, and holiday pay for employees not so regularly assigned who worked during the summer during the years 2021, 2022, 2023, and 2024 as follows.

1. The District will retroactively credit employees who worked the summer in any of the years 2021, 2022, 2023, and 2024 with sick leave pursuant to the formula set forth in Article VIII of the Collective Bargaining Agreement ("CBA").

2. The District will retroactively compensate employees who worked the summer in any of the years 2021, 2022, 2023, and 2024 with vacation pursuant to the formula set forth in Article VI of the CBA.

The parties agreed to this on October 18, 2024. The District provided the retroactive credits to sick leave on 12/6/2024 and vacation pay on 12/18/2024. The District found that all holiday pay was paid pursuant to Article VII.

Henceforth, the District agrees to abide by the provisions of Education Code section 45102. Any difference arising from the interpretation, administration, or application of this proposed language may be addressed

through the grievance procedure set forth in Article IV of the CBA or any other mechanism available by law. No contract language changes are needed.

Article VII - Holidays

7.3 Holiday Eligibility

7.3.1 Except as otherwise provided in this Article, an employee must be in paid status on the working day immediately preceding ~~and~~ or succeeding the holiday to be paid for the holiday.

Duration

This Agreement shall be effective for classified employees that are employed as of the board approval date.



Rescue Union School District

Classified Salary Schedule

2025-2026

DRAFT

This schedule is based on hourly rates. A 1.0 FTE is 8 hours a day with duty days *(including paid holidays)* next to each position.

Established Classification (With Duty Days inc. Holidays)	Step:									
	1	2	3	4	5	6-10	11-15	16-20	21-25	26
Yard Supervisor (193)			\$18.65	\$19.58	\$20.56	\$21.59	\$22.67	\$23.80	\$24.99	\$26.24
Lead Garden Coordinator (193)			\$18.65	\$19.58	\$20.56	\$21.59	\$22.67	\$23.80	\$24.99	\$26.24
Food Service Worker (193)			\$19.34	\$20.31	\$21.33	\$22.40	\$23.52	\$24.70	\$25.94	\$27.24
Health Office Aide (198)			\$19.68	\$20.66	\$21.69	\$22.77	\$23.91	\$25.11	\$26.37	\$27.69
Instructional Assistant Special Day Class (193)			\$20.48	\$21.50	\$22.58	\$23.71	\$24.90	\$26.15	\$27.46	\$28.83
Instructional Assistant General Ed (193)			\$20.48	\$21.50	\$22.58	\$23.71	\$24.90	\$26.15	\$27.46	\$28.83
Instructional Assistant Learning Center/RSP (193)			\$20.48	\$21.50	\$22.58	\$23.71	\$24.90	\$26.15	\$27.46	\$28.83
Itinerant Independence Facilitator (193)			\$20.95	\$22.00	\$23.10	\$24.26	\$25.47	\$26.74	\$28.08	\$29.48
Behavior Support Instructional Assistant (193)			\$20.95	\$22.00	\$23.10	\$24.26	\$25.47	\$26.74	\$28.08	\$29.48
PBIS Intervention Facilitator (193)			\$20.95	\$22.00	\$23.10	\$24.26	\$25.47	\$26.74	\$28.08	\$29.48
Instructional Assistant Special Health Care Services (193)			\$21.51	\$22.59	\$23.72	\$24.91	\$26.16	\$27.47	\$28.84	\$30.28
Office Clerk (260)			\$21.51	\$22.59	\$23.72	\$24.91	\$26.16	\$27.47	\$28.84	\$30.28
Food Service Worker II - Cook (198)			\$23.17	\$24.33	\$25.55	\$26.83	\$28.17	\$29.58	\$31.06	\$32.61
Custodian (260)			\$23.56	\$24.74	\$25.98	\$27.28	\$28.64	\$30.07	\$31.57	\$33.15
Van Driver (192) <i>(Additionally Work 3 8-Hour Days)</i>			\$23.56	\$24.74	\$25.98	\$27.28	\$28.64	\$30.07	\$31.57	\$33.15
Community/School Liaison (193)			\$23.85	\$25.04	\$26.29	\$27.60	\$28.98	\$30.43	\$31.95	\$33.55
Instructional Assistant Bilingual (193)			\$23.85	\$25.04	\$26.29	\$27.60	\$28.98	\$30.43	\$31.95	\$33.55
Instructional Assistant Bilingual (193)			\$23.85	\$25.04	\$26.29	\$27.60	\$28.98	\$30.43	\$31.95	\$33.55
Library/Media Coordinator (215)			\$23.85	\$25.04	\$26.29	\$27.60	\$28.98	\$30.43	\$31.95	\$33.55
Media Technology Services Clerk (193)			\$23.85	\$25.04	\$26.29	\$27.60	\$28.98	\$30.43	\$31.95	\$33.55
Student Services Secretary (215)			\$23.85	\$25.04	\$26.29	\$27.60	\$28.98	\$30.43	\$31.95	\$33.55
Roving Custodian (260)			\$23.85	\$25.04	\$26.29	\$27.60	\$28.98	\$30.43	\$31.95	\$33.55
Utility/Maintenance Technician (260)			\$24.38	\$25.60	\$26.88	\$28.22	\$29.63	\$31.11	\$32.67	\$34.30
Bus Driver (192) <i>(Additionally Work 3 8-Hour Days)</i>			\$24.68	\$25.91	\$27.21	\$28.57	\$30.00	\$31.50	\$33.08	\$34.73
Dispatcher/Relief Bus Driver (240)			\$25.64	\$26.92	\$28.27	\$29.68	\$31.16	\$32.72	\$34.36	\$36.08
Lead Custodian (260)			\$25.64	\$26.92	\$28.27	\$29.68	\$31.16	\$32.72	\$34.36	\$36.08
Elementary School Secretary (220)			\$25.64	\$26.92	\$28.27	\$29.68	\$31.16	\$32.72	\$34.36	\$36.08
Middle School Secretary (225)			\$25.64	\$26.92	\$28.27	\$29.68	\$31.16	\$32.72	\$34.36	\$36.08
School Secretary <i>(Pre 2020-21) (240) - CLOSED</i>			\$25.64	\$26.92	\$28.27	\$29.68	\$31.16	\$32.72	\$34.36	\$36.08
Support Services Secretary (240)			\$25.64	\$26.92	\$28.27	\$29.68	\$31.16	\$32.72	\$34.36	\$36.08
Support Services Secretary - (Nutrition Services 215)			\$25.64	\$26.92	\$28.27	\$29.68	\$31.16	\$32.72	\$34.36	\$36.08
Custodian Trainer (260)			\$26.29	\$27.60	\$28.98	\$30.43	\$31.95	\$33.55	\$35.23	\$36.99
Bus Driver Trainer (240)			\$27.13	\$28.49	\$29.91	\$31.41	\$32.98	\$34.63	\$36.36	\$38.18
Account Technician (260)			\$27.69	\$29.07	\$30.52	\$32.05	\$33.65	\$35.33	\$37.10	\$38.96
Certified Occupational Therapist Aide (193)			\$29.74	\$31.23	\$32.79	\$34.43	\$36.15	\$37.96	\$39.86	\$41.85
Registered Behavior Technician (193)			\$29.74	\$31.23	\$32.79	\$34.43	\$36.15	\$37.96	\$39.86	\$41.85
Health Office Nurse (RN/LVN) (198)			\$29.74	\$31.23	\$32.79	\$34.43	\$36.15	\$37.96	\$39.86	\$41.85
Lead Maintenance Technician (260)			\$29.74	\$31.23	\$32.79	\$34.43	\$36.15	\$37.96	\$39.86	\$41.85
Nurse (RN/LVN) Instructional Assistant (198)			\$29.74	\$31.23	\$32.79	\$34.43	\$36.15	\$37.96	\$39.86	\$41.85
Mechanic (240)			\$31.45	\$33.02	\$34.67	\$36.40	\$38.22	\$40.13	\$42.14	\$44.25
Technology Support Specialist (260)			\$34.22	\$35.93	\$37.73	\$39.62	\$41.60	\$43.68	\$45.86	\$48.15
Lead Maintenance Technician- HVAC Emphasis (260)			\$34.77	\$36.51	\$38.34	\$40.26	\$42.27	\$44.38	\$46.60	\$48.93
Lead Mechanic (240)			\$36.16	\$37.97	\$39.87	\$41.86	\$43.95	\$46.15	\$48.46	\$50.88
Technology Support Specialist II (260)			\$36.16	\$37.97	\$39.87	\$41.86	\$43.95	\$46.15	\$48.46	\$50.88



Rescue Union School District Classified Salary Schedule 2025-2026

DRAFT

Unused Positions

This schedule is based on hourly rates. A 1.0 FTE is 8 hours a day with duty days (including paid holidays) next to each position.

Established Classification (With Duty Days):	Step: 1	2	3	4	5	6-10	11-15	16-20	21-25	26+
Braille Translator (193)			\$23.85	\$25.04	\$26.29	\$27.60	\$28.98	\$30.43	\$31.95	\$33.55
Instructional Assistant Computer Lab (193)			\$23.85	\$25.04	\$26.29	\$27.60	\$28.98	\$30.43	\$31.95	\$33.55
Sign Language Interpreter (193)			\$23.85	\$25.04	\$26.29	\$27.60	\$28.98	\$30.43	\$31.95	\$33.55
Warehouse Person (240)			\$24.38	\$25.60	\$26.88	\$28.22	\$29.63	\$31.11	\$32.67	\$34.30
Assistant Mechanic (240)			\$26.29	\$27.60	\$28.98	\$30.43	\$31.95	\$33.55	\$35.23	\$36.99
Accounts Payable Clerk (260)			\$27.69	\$29.07	\$30.52	\$32.05	\$33.65	\$35.33	\$37.10	\$38.96
Accountant (260)			\$34.22	\$35.93	\$37.73	\$39.62	\$41.60	\$43.68	\$45.86	\$48.15
Database Support Specialist (260)			\$37.93	\$39.83	\$41.82	\$43.91	\$46.11	\$48.42	\$50.84	\$53.38

Fiscal Year 2025-2026:

Board Approval Date:	Effective Date	Description
pending	7/1/2025	increase salary schedule 1.9%, remove steps 1 and 2 for all positions

Fiscal Year 2024-2025:

Board Approval Date:	Effective Date	Description
2024.12.19	1/1/2025	add new job descriptions/salary ranges for Van Driver, Custodian Trainer, Roving Custodian
2025.05.14	5/15/2025	move mechanic from unused positions to main list / move Asst Mechanic to Unused
pending	7/1/2024	0%(zero) increase to salary

Fiscal Year 2023-2024:

Board Approval Date:	Effective Date	Description
2023.12.12	7/1/2023	add 7% to salary schedule

Fiscal Year 2022-2023:

Board Approval Date:	Effective Date	Description
2022.12.13	7/1/2023	2022-12-13 - add Registered Behavior Technician / increase Health Office Nurse to 198 days
2022.11.15	7/1/2022	additional 4.61% added to 1% increase 2021-22 salary schedule for a total 5.61% and increase benefit cap to tiers.
2022.08.09	7/1/2022	add technology support specialist ii, garden coordinator, and pbis intervention facilitator

Fiscal Year 2021-2022:

Board Approval Date:	Effective Date	Description
2022.03.08	7/1/2021	additional 2.53% added to 1% increase effect 07/07/2021