



**AGENDA
BOARD OF TRUSTEES
TWO ROCK UNION SCHOOL DISTRICT
SPECIAL MEETING**

May 14, 2026

**Open Session will be held directly after the Regular Meeting
STEAM Lab, Room 12**

- 1. CALL TO ORDER**
A. ROLL CALL

- 2. CLOSED SESSION**
 - 2.1 Announcement of Closed Session Items**
With respect to every item of business to be discussed in closed session (Pursuant to Government Code §54957.6)
 - 2.2 Closed Session Agenda**

- 3. RECONVENE TO PUBLIC MEETING**
Report of any actions taken during Closed Session (if necessary).

- 4. Adoption and Approval of Agenda**
 - 4.1 Approval of the Agenda for May 14, 2026.**

Action
Motion: Second: Aye: Nay:

- 5. PUBLIC COMMENT**
Members of the public may address the Board concerning any item of interest within the subject matter jurisdiction of the Board. No discussion or action shall be taken on any item not appearing on the Agenda. Each person will be allowed up to three (3) minutes per item.

- 6. CONSENT ITEMS**

- 7. REPORTS/PRESENTATIONS:**

- 8. DISCUSSION ITEMS**

9. ACTION ITEMS

9.1 Approval of the Tentative Agreement to the Collective Bargaining Agreement between the Two Rock Union School District and the Two Rock California Schools Employees Association (CSEA) and Classified Salary Schedules for the 2025-26 and 2026-27 Fiscal Years.

Background: To provide the proposed settlement between Two Rock Union School District and the Two Rock California Schools Employees Association (CSEA) and Classified Salary Schedules for 2025-2026 and 2026-2027 Fiscal Years.

9.2 Approval of the Salary Schedules for Unrepresented Classified Management for the 2025-26 and 2026-27 Fiscal Years

Background: To provide the proposed Unrepresented Classified Management Salary Schedules for 2025-2026 and 2026-2027 Fiscal Years.

10. ADJOURNMENT TO CLOSED SESSION (if necessary)

11. RECONVENE TO PUBLIC MEETING Report of any actions taken during Closed Session (if necessary)

12. DATES AND FUTURE AGENDA ITEMS

13. SIGNING OF PAPERS

14. ADJOURNMENT

ACTION

Motion: Second: Aye: Nay:

Posted By:



Josh Wilson, Superintendent

Accessibility Accommodations

If you require assistance to access the Board meeting room or to otherwise participate at this meeting, including auxiliary aids or services, please contact the school office at 707-762-6617. You are encouraged to provide as much advance notice as possible to better enable Two Rock Union School District to meet your accessibility needs in accordance with applicable law.

Public Records

In accordance with Government Code section 54957.5 and the Public Records Act, public records that are distributed to a majority of the Board of Trustees concerning open session agenda items will be made available upon request. Such records distributed less than 72 hours prior to a regular meeting are available for inspection at the District Office located at 5001 Spring Hill Road, Petaluma, CA 94952.

Board of Trustees

Gayleen Maas, President ♦ John Silvestrini, Clerk ♦ John Martin ♦ Nicolas Noyes ♦ Joel Ruiz

Josh Wilson, Superintendent/Principal

Special Meeting Meeting May 14, 2026

Approval of the Tentative Agreement to the Collective Bargaining Agreement between the Two Rock Union School District and the Two Rock California School Employees Association (CSEA) Salary Schedules for the 2025-26 and 2026-27 Fiscal Years

SITUATION:

Over the past several months, staff have been in the process of negotiating with representatives of the California School Employees Association, on the terms included in the Collective Bargaining agreement. The two parties were able to reach a Tentative Agreement on March 26, 2026, for a two-year compensation package for the 2025-26 and 2026-27 Fiscal Years.

A summary of the Articles impacted, and details of the Tentative Agreement are as follows:

- Article 7.2 – Compensation and Allowance
 - Increase Salary Schedule by 6% effective July 1, 2025; and 5% effective July 1, 2026.
- Article 8 – Health and Welfare Benefits
 - 8.2- Increase the employer paid CAP for Medical from \$9,800 to \$15,500 per year effective October 1, 2026
 - 8.2.1- Effective October 1, 2026 the following prorated rates will be in effect:
 - For part-time members who are employed for 6-7. 75 hours per day (0. 75- 0.9725 FTE) the district shall pay 60% of cap. 60% = \$9,300.
 - For part-time members who are employed 4-5. 75 hours per day, (.5- .71 FTE) the District shall contribute 40% of the cap. 40% =\$6,200.
 - 8.3- No Change to Vision and Dental

The AB1200 multi-year projections that disclose the fiscal impact of this TA, reflect a significant increase in deficit spending in Years 2 and 3 and therefore reductions will be necessary in order to ensure the long-term affordability of this multi-year tentative agreement and the fiscal health of the District.

It is important to note that over the past 3-4 years, the District has seen Federal funds from various grants be significantly reduced or eliminated. These funding sources include Title 1 (\$13K), Title IV (\$1 OK), and various Federal and State one-time funds (UPK Gran; and the Art, Music, Instructional Materials, Discretionary Block Grant to name two) that have supported para-professional in the classroom. The District has worked hard to continue to maintain these positions, however, given the loss of funding and the need to create more financial flexibility to prioritize compensation increases, reductions will need to be considered.

PLAN:

The recommendation is for the Board of Trustees to approve the Tentative Agreement between the Two Rock Union School District and the California School Employees Association (CSEA) for Fiscal Years 2025-26 and 2026-27. In addition, the new classified salary schedules for CSEA that include the compensation increase of 6% and 5% respectively based on the Tentative Agreement (TA) are brought for approval as well.

The district was notified on April 13, 2026, that the Tentative Agreement was approved by the members of CSEA.

Once it has been approved by the Board of Trustees, it will become effective on the May end-of-month payroll and a retroactive salary adjustment will be calculated and paid on the June Supplemental payroll.

SUBMITTED/RECOMMENDED BY:

Chris Thomas, Chief Business Official - Consultant

RECOMMENDATION:

It is respectfully recommended that the Board approve the Two-Year Tentative Agreement (TA) between Two Rock Union School District and the California School Employees Association (CSEA) and the classified salary schedules for the 2025-26 and 2026-27 Fiscal Years.

FISCAL IMPACT:

The total estimated annual cost of the Proposed Tentative Agreement (TA) between Two Rock Union School District and Two Rock California Schools Employees Association (CSEA) is \$51.649, The cost for 2025-26 is approximately \$19,192 and \$32,457 for the 2026-27 Fiscal year. The cost for 2026-27 is estimated and contingent on at least one CSEA Member taking benefits, which is not known currently. However, it is included in the multi-year projections. The details of the fiscal impacts and costs were disclosed in the AB 1200-Disclosure Documents.

These costs will be covered by the General Fund 01

TENTATIVE AGREEMENT
BETWEEN
TWO ROCK UNION SCHOOL DISTRICT
AND
THE CLASSIFIED SCHOOLS EMPLOYEE'S ASSOCIATION (CSEA)

Article 7 - Compensation and Allowance

7.2 A classified employee salary schedule is attached as Appendix A. Placement on the salary schedule will generally begin at Step 3, but at the discretion of the Superintendent/Principal, initial placement may be at a higher step based on previous employment experience in the same or similar position.

The 2024-25 Salary Schedule shall be increased by 6% effective July 1, 2025 (2025-26 Fiscal Year); and

Effective July 1 2026, the Salary Schedule shall be increased by 5% (2026-27 Fiscal Year)

~~The 2023-2024 salary schedule shall be increased, effective July 1, 2024 (2024-2025 Fiscal Year), by two and one-half percent (2.5%);~~

~~Steps 1 and 2 shall be eliminated with the first step beginning at step 3 (i.e. the first step of the salary schedule will be step 3);~~

Estimated Annual Cost \$33,000

Article 8 - HEALTH AND WELFARE BENEFITS

8.1. Health and welfare benefits shall be made available to full time unit members.

8.2. **Effective October 1, 2026,** The District shall contribute up to ~~\$9,800~~ **\$15,500** annually per full-time unit member (1.0 FTE, or 8 hours per day), (~~\$1409.09~~ ~~890.90~~ per month paid in 11 equal installments).

8.2.1. Effective March 1, 2025, unit members who work less than 1.0 FTE shall be eligible for a prorated contribution to health benefits, assuming they qualify under the group medical insurance terms.

Effective October 1, 2026, the following prorated rates will be in effect:

For part-time members who are employed for 6-7.75 hours per day (0.75-0.9725 FTE) the district shall pay 60% of cap. 60% = ~~\$9,300~~ ~~5,800~~.

For part-time members who are employed 4-5.75 hours per day, (.5-.71 FTE) the District shall contribute 40% of the cap. 40% = ~~\$6,200~~ ~~3,900~~.

Estimated Cost: TBD based on utilization.

(No change) If a unit member elects the Delta Family option, the district shall pay up to \$131 per month and VSP vision plan \$27.86 a month not to exceed \$1,906.32 annually.

8.3. The unit member shall be responsible for payment of all insurance costs in excess of the District's contribution. The unit member's contribution shall be by payroll deduction however, if the unit member's wages are insufficient to cover the contribution, the unit member shall remit payment to the business office on or before the last business day of each month.

This will conclude all negotiations for the 2025-26 Fiscal Year and the 2026-27 Fiscal Year.

TWO ROCK UNION SCHOL DISTRICT

CLASSIFIED SCHOOLS EMPLOYEES ASSOC (CSEA)

[Signature] 3/26/26

[Signature] 3/26/26 (CSEA LPR)

[Signature] 3/24/26

Marilee Gattlin 897 Chapter Pres.

[Signature] 3/26/2026

R. Causbrook 3-26-26

[Signature]

Our CSEA membership Chapter 897 approve this agreement

4/13/2026

Marilee Gattlin President

Marilee Gattlin

Elvia Ruiz

Elvia Ruiz

Kali Sanchez

[Signature]

Jocelyn Lozano

Jocelyn Lozano

Jessica Hamburg

[Signature]

Robin Causbrook

R Causbrook

Maria Ayala

Maria Ayala

Jennel Rossetti

Jennel Rossetti

**TWO ROCK UNION SCHOOL DISTRICT
CLASSIFIED SCHOOL EMPLOYEE ASSOCIATION (CSEA) SALARY SCHEDULE
EFFECTIVE JULY 1, 2025**

STEP	A	B	C	D	E	F	G	H
3	18.09	18.83	22.62	23.45	23.99	29.61	32.30	33.59
4	18.83	19.63	23.86	24.22	24.89	30.64	33.11	34.42
5	19.23	20.02	24.49	24.62	25.80	31.66	33.92	35.28
6	19.63	20.42	25.13	25.01	25.92	31.82	34.79	36.17
7	20.02	20.83	25.76	25.41	26.07	31.99	35.66	37.08
8	20.42	21.21	26.39	25.80	26.18	32.14	36.55	38.02
9	20.53	21.35	26.55	25.97	26.33	32.30	36.77	38.24
10	20.68	21.46	26.72	26.13	26.45	32.46	36.98	38.46
11	20.80	21.59	26.86	26.27	26.59	32.63	37.22	38.70
12	20.93	21.72	27.02	26.42	26.72	32.80	37.42	38.91
13	21.02	21.84	27.18	26.58	26.84	32.94	37.65	39.15
14	21.18	21.97	27.35	26.76	26.99	33.13	37.86	39.36
15	21.30	22.12	27.50	26.89	27.11	33.29	38.09	39.61
16	21.41	22.24	27.67	27.06	27.26	33.44	38.32	39.85
17	21.53	22.36	27.83	27.22	27.38	33.62	38.56	40.10
18	21.66	22.50	28.00	27.38	27.51	33.79	38.77	40.32
19	21.81	22.63	28.17	27.55	27.66	33.94	38.96	40.54
20	21.94	22.76	28.35	27.72	27.78	34.13	39.18	40.74

LONGEVITY (EFFECTIVE UPON ANNIVERSARY DATE):

2.5% @ YEAR 15

2.5% @ YEAR 20

CLASS

- A INSTRUCTIONAL ASSIST/DAYCARE ASSISTANT/LUNCH ASSIST
- B SPEC ED/BILINGUAL INSTRUCTIONAL ASSISTANT
- C LIBRARIAN/MEDIA SPECIALIST
- D SECRETARY/ACCOUNT TECHNICIAN/ASSISTANT DAYCARE DIRECTOR
- E CUSTODIAN/GOUNDS
- F FACILITIES MANAGER
- G SLP ASSISTANT I
- H SLP ASSISTANT II

NOTE: EFFECTIVE JULY 1, 2025, ELIMINATE STEPS 1 AND 2; ADD 2.5% INCREASE;
ADD LONGEVITY INCREMENTS OF 2.5% EACH FOR YEARS 15 AND 20.

Board Approved:

**TWO ROCK UNION SCHOOL DISTRICT
CLASSIFIED SCHOOL EMPLOYEE ASSOCIATION (CSEA) SALARY SCHEDULE
EFFECTIVE JULY 1, 2026**

STEP	A	B	C	D	E	F	G	H
3	18.99	19.77	23.75	24.62	25.19	31.09	33.92	35.27
4	19.77	20.61	25.05	25.43	26.14	32.17	34.76	36.14
5	20.19	21.03	25.71	25.85	27.09	33.24	35.62	37.04
6	20.61	21.44	26.39	26.26	27.22	33.41	36.53	37.98
7	21.03	21.87	27.05	26.68	27.37	33.59	37.44	38.94
8	21.44	22.27	27.71	27.09	27.49	33.75	38.38	39.92
9	21.56	22.42	27.88	27.27	27.64	33.92	38.61	40.16
10	21.71	22.53	28.05	27.44	27.77	34.09	38.83	40.39
11	21.84	22.67	28.20	27.59	27.92	34.26	39.08	40.64
12	21.97	22.81	28.37	27.74	28.05	34.44	39.29	40.85
13	22.07	22.93	28.54	27.90	28.18	34.59	39.53	41.10
14	22.23	23.07	28.71	28.10	28.34	34.78	39.76	41.33
15	22.36	23.23	28.87	28.24	28.46	34.95	40.00	41.59
16	22.49	23.35	29.06	28.42	28.62	35.11	40.24	41.85
17	22.61	23.48	29.22	28.58	28.75	35.30	40.49	42.11
18	22.75	23.63	29.40	28.75	28.89	35.48	40.70	42.34
19	22.90	23.76	29.58	28.93	29.04	35.64	40.91	42.56
20	23.03	23.90	29.76	29.10	29.17	35.83	41.14	42.78

LONGEVITY (EFFECTIVE UPON ANNIVERSARY DATE):

2.5% @ YEAR 15

2.5% @ YEAR 20

CLASS

A	INSTRUCTIONAL ASSIST/DAYCARE ASSISTANT/LUNCH ASSIST
B	SPEC ED/BILINGUAL INSTRUCTIONAL ASSISTANT
C	LIBRARIAN/MEDIA SPECIALIST
D	SECRETARY/ACCOUNT TECHNICIAN/ASSISTANT DAYCARE DIRECTOR
E	CUSTODIAN/GOUNDS
F	FACILITIES MANAGER
G	SLP ASSISTANT I
H	SLP ASSISTANT II

NOTE: EFFECTIVE JULY 1, 2025, ELIMINATE STEPS 1 AND 2; ADD 2.5% INCREASE;
ADD LONGEVITY INCREMENTS OF 2.5% EACH FOR YEARS 15 AND 20.

Board Approved

Special Meeting Meeting May 14, 2026

Approval of the Salary Schedules for Unrepresented Classified Management for the 2025-26 and 2026-27 Fiscal Years.

SITUATION:

The Superintendent recommends the following compensation increases for the Unrepresented Classified Management:

- 6% for 2025-26 Fiscal Year
- 5% for 2026-27 Fiscal Year

These increases are offered as a “me too” based on the following classified staff increases:

- California Schools Employees Association (CSEA) 11% compensation increase
 - 6% for 2025-26 Fiscal Year
 - 5% for 2026-27 Fiscal Year

The AB1200 multi-year projections that disclose the fiscal impact of this TA, reflect a significant increase in deficit spending in Years 2 and 3 and therefore reductions will be necessary in order to ensure the long-term affordability of this multi-year tentative agreement and the fiscal health of the District.

It is important to note that over the past 3-4 years, the District has seen Federal funds from various grants be significantly reduced or eliminated. These funding sources include Title 1 (\$13K), Title IV (\$1 OK), and various Federal and State one-time funds (UPK Gran; and the Art, Music, Instructional Materials, Discretionary Block Grant to name two) that have supported para-professional in the classroom. The District has worked hard to continue to maintain these positions, however, given the loss of funding and the need to create more financial flexibility to prioritize compensation increases, reductions will need to be considered.

PLAN:

The recommendation is for the Board of Trustees to approve the salary schedules for Unrepresented Classified Management that include the compensation increase of 6% and 5% respectively based on the Tentative Agreement (TA) reached between Two Rock Union School District and the Two Rock California School Employees Association (CSEA).

Once it has been approved by the Board of Trustees, it will become effective on the May end-of-month payroll and a retroactive salary adjustment will be calculated and paid on the June Supplemental payroll.

SUBMITTED/RECOMMENDED BY:

Chris Thomas, Chief Business Official - Consultant

RECOMMENDATION:

It is respectfully recommended that the Board approve the Salary Schedules for the Unrepresented Classified Management for the 2025-26 and 2026-27 Fiscal Years.

FISCAL IMPACT:

The total estimated annual cost of the Proposed Salary Schedules for the Unrepresented Classified Management is \$16,293, The cost for 2025-26 is approximately \$9,244 and \$7,049 for the 2026-27

Fiscal year. The details of the fiscal impacts and costs were disclosed in the AB 1200-Disclosure Documents.

These costs will be covered by the General Fund 01.

Two Rock Union School District
 Unrepresented Classified Management
 and
 Confidential Classified Employees
 2025-2026 Salary Schedule

1	\$ 37.59	\$ 78,480
2	\$ 38.42	\$ 80,224
3	\$ 39.26	\$ 81,968
4	\$ 40.09	\$ 83,712
5	\$ 40.93	\$ 85,456
6	\$ 41.76	\$ 87,200
7	\$ 42.60	\$ 88,944
8	\$ 43.43	\$ 90,688
9	\$ 44.27	\$ 92,432
10	\$ 45.10	\$ 94,176
11	\$ 45.94	\$ 95,920
12	\$ 46.77	\$ 97,664
13	\$ 47.61	\$ 99,408
14	\$ 48.44	\$ 101,152
15	\$ 49.28	\$ 102,896
16	\$ 50.11	\$ 104,640
17	\$ 50.95	\$ 106,384

261 days

3 weeks vacation

Holidays as per CSEA contract (12)

Board approval:

Effective 7/1/2025

Two Rock Union School District
 Unrepresented Classified Management
 and
 Confidential Classified Employees
 2026-2027 Salary Schedule

1	\$ 39.47	\$ 82,404
2	\$ 40.34	\$ 84,235
3	\$ 41.22	\$ 86,066
4	\$ 42.10	\$ 87,897
5	\$ 42.97	\$ 89,729
6	\$ 43.85	\$ 91,560
7	\$ 44.73	\$ 93,391
8	\$ 45.60	\$ 95,222
9	\$ 46.48	\$ 97,053
10	\$ 47.36	\$ 98,885
11	\$ 48.24	\$ 100,716
12	\$ 49.11	\$ 102,547
13	\$ 49.99	\$ 104,378
14	\$ 50.87	\$ 106,209
15	\$ 51.74	\$ 108,041
16	\$ 52.62	\$ 109,872
17	\$ 53.50	\$ 111,703

261 days

3 weeks vacation

Holidays as per CSEA contract (12)

Board approval:

Effective 7/1/2026