



COTATI-ROHNERT PARK  
UNIFIED SCHOOL DISTRICT  
NEGOTIATIONS UPDATE

January 27, 2022

The District and RPCEA began negotiating six months ago, and we continue to work through the important topic of salary increases for our employees.

On behalf of the Board of Education and the District's negotiating team, we want to ensure our entire school community that we are committed to do all we can to reach an agreement that increases salaries for RPCEA members.

We want to give our employees a salary increase, and we have offered a three-year increase, with the first year increase retroactive to last July.

The 9.9% proposal represents an increase of \$5 million to salaries, and it is a key step in making our salaries more competitive.

Our challenge is that the union leadership is asking for a 19% increase, or \$12 million, which exceeds all of our current revenue projections and would require deep cuts in coming years – specifically, the district being forced to lay off staff in order to maintain the legally required balanced budget.

We are committed to improving compensation for all our employees, but it must be in a fiscally responsible way. Simply put, we do not want a salary increase offered today to result in layoffs tomorrow.

Please know that the District team is fully committed to continue to engage in good faith with the union leadership so that we can arrive at an agreement without disruption to our schools, and our students and their family's lives. There has been ample disruption over the past two years, so we are quite mindful that the last thing our school community needs – the last thing we want to do to children – is disrupt school.

We will post updates and important information to this site. We will continue to work collaboratively with union leadership, and we will remain steadfast in our commitment to increase our employees' wages.