

**Joint Communique #4  
CSEA and District Interest-Based Bargaining Team  
October 9, 2025**

The Interest-Based Bargaining (IBB) Team met on October 9, 2025. The team members addressed:

**Health and Welfare**

- The team agreed to a Tentative Agreement for Health & Welfare pending board approval and CSEA ratification. The agreement increases the district's health and welfare contribution from \$15,290 to \$15,540 annually. Additionally there will be a one time contribution of \$250 a year or \$25 tenthly. Employees who have the EPO would pay \$20 tenthly and employees who have Kaiser would pay \$900.20 tenthly.

**Reclass Reconsideration**

- The team completed discussions regarding a reclass reconsideration request.

**Student Assistant Plan (SAP) Prevention Assistant**

- The team completed discussions regarding SAP Prevention Assistant and updates to the job description.

The IBB Team continues its work for all classified employees and will meet on November 13, 2025.

IBB RUSD/CSEA Joint Negotiations Team

Kyley Ybarra	Mike Green
Erin Power	Melissa Montanez
Robin Mesa	Ana Garcia
Shani Dahl	Nina Ingrugio
Erica Square	Joy Hurst
Steven Dunlap	Jose Ortiz
	Yesenia Gutierrez