

Joint Communique #1
CSEA and District Interest-Based Bargaining Team
July 23, 2026

The Interest-Based Bargaining (IBB) Team met on July 23, 2026. The team members addressed:

Job Descriptions

Salary Restructure for Occupational Therapists

- Following a recent evaluation study to address multi-year staffing shortages and hard to fill positions in our Occupational Therapist (OT) classification, the District and CSEA Interest-Based Bargaining (IBB) team have reached an agreement to restructure the OT salary range.
- Effective July 23, 2026, the starting pay for Step 1 of the Occupational Therapist classification will be adjusted to \$61.251 per hour (range 55). This collaborative effort reflects our shared commitment to competitive compensation and fully staffing our student support services.
- This agreement is pending the CSEA 610 approval process, member ratification, and Board approval.

Job Restructure for Media Production Technician

- The District and CSEA IBB team began discussions on potentially restructuring the Media Production Technician position. Negotiations will resume at our next scheduled meeting, with additional details to follow.

This communication is an overview and not intended to be detailed.

The IBB Team continues its work for all classified employees and will meet on August 28, 2026.

IBB RUSD/CSEA Joint Negotiations Team

Kyley Ybarra	Mike Green
Robin Mesa	Melissa Montanez
Christina “Nickie” Defalco Hoff	Ana Garcia
Shani Dahl	Nina Ingrugio
Mike Vioral	Joy Hurst
Steven Dunlap	Jose Ortiz
	Yesenia Gutierrez