



October 22, 2025 – Negotiations Update

Dear RESPA members,

Your RESPA Negotiations Team met with the District's Negotiations Team today. This was the third bargaining session for our 2025-2026 negotiations. Counter proposals were exchanged and discussed at the bargaining table.

We have tentatively agreed on several language items.

We continue to bargain on these topics:

- Association Rights, including release time for Negotiations and RESPA members for negotiations, training, and other RESPA business.
- We had lengthy discussions regarding RESPA's safety language proposal
- We are still negotiating and discussing professional respect and freedom for classified members.

Other areas of contract improvements we are trying to negotiate based on your surveys and other feedback are:

- Increases to the bilingual stipend,
- Bereavement Leave
- Professional Development
- Working hours
- Evaluations

Our next bargaining date is November 4, 2025. At the next meeting, we will continue to bargain important language improvements, and make a salary, and health and welfare proposal to the district.

We all can agree that compensation and contract language are essential. They represent fairness, recognition, and respect for the vital work we do every single day. We will continue to fight for our rights, address safety concerns, and ensure that every classified employee is treated with dignity and value. Our voices matter. Our work matters. And together, we will keep moving forward.

Keep an eye out for agendas from your site reps regarding an upcoming 10-minute meeting on safety and workplace violence prevention information.

The Negotiations Team would like to sincerely thank you for all the great pictures and posters of you in your RESPA t-shirts today. It was incredibly EMPOWERING at the bargaining table.

For any questions or concerns, contact the Negotiations Chair-Randy Strobe at negotiations@responline.org or President Liz Huerta-Brewster at president@respaonline.org

PLEASE DO NOT USE YOUR DISTRICT EMAIL.

Thank you,

The Negotiations Committee

- o Chair - Randy Strobe: Redlands East Valley High School, Safety Officer - negotiations@respaonline.org
- o Aaron Arana: Maintenance & Operations- aaronarana87@gmail.com
- o Marcus Dashoff: Technology Services, Systems Specialist - mdashoff@gmail.com
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