

MEMORANDUM OF UNDERSTANDING
Between
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, CHAPTER 411
And
SAN MATEO-FOSTER CITY SCHOOL DISTRICT

Annex Staffing Ratios – Effects Bargaining

This Memorandum of Understanding is an agreement between the San Mateo-Foster City School District (“District”) and California School Employees Association, Chapter 411 (“CSEA 411”), hereafter referred to as “The Parties, regarding the effects of the Annex staff to student ratio increase.

RECITALS

Effective August 14, 2017 the District is increasing the Annex student to staff ratio from 14:1 to 20:1. The Parties have negotiated the effects ratio increase and agree as follows:

AGREEMENT

1. In order to attract and retain Para-educators in the Annex program, the Parties agree that the salary schedule must be improved. The Parties agree that the Para-educator I Extended Day, Para-educator I Teacher/Extended Day and Para-educator II-Lead Teacher/Annex positions only shall be increased by 5%. This increase does not apply to any other para-educator positions.
2. The 5% increase shall be effective August 14, 2017.
3. Effective from the date of the implementation of the Annex staffing ratio increase districtwide, the parties agree to establish a subcommittee to examine the effects of the ratio increase on the staff. The subcommittee will be made up of six members, three appointed by CSEA and three appointed by the District. The appointed members shall be represent a small and large elementary school and a middle school and should represent schools in both San Mateo and Foster City. The subcommittee will meet at least once per month, for six months (from the date of the first meeting). The committee may decide to meet more frequently than once per month.

Upon completion of the six months, the committee shall submit a written recommendation to the Assistant Superintendent of Human Resources, who will then submit to CSEA. Within thirty (30) calendar days from the date the recommendation is submitted to CSEA, the parties shall meet in person to discuss the recommendation and negotiate any mandatory subjects of bargaining.

4. The parties agree that for the 2017-18 school year, the District shall not layoff any Annex unit member impacted by the Annex staffing ratio increase.

Dated: July 11, 2017

Dated: July 6, 2017 2017

DISTRICT

CSEA, Chapter 411

By [Signature]

By [Signature]