

SAN MATEO COUNTY
PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT
 in Accordance with AB 1200 (Chapter 1213/1991), AB 2756 (Statutes of 2004), GC 3547.5, and CCR, Title V, Section 15449

Name of School District: San Mateo-Foster City School District

Name of Bargaining Unit: SMETA

Certificated, Classified, Other: Certificated

The proposed agreement covers the period beginning: July 1, 2016 and ending: June 30, 2019
 (date) (date)

The Governing Board will act upon this agreement at its meeting on: 11-Jan-18
 (date)

(Note: This form, along with a copy of the proposed agreement, must be submitted to the county office at least ten (10) working days prior to the date the governing board will take action.)

A. Proposed Change in Compensation

Compensation	Annual Cost Prior to Proposed Agreement FY 2017 - 2018	Fiscal Impact of Proposed Agreement		
		Year 1 Increase/(Decrease) FY 2017 - 2018	Year 2 Increase/(Decrease) FY 2018 - 2019	Year 3 Increase/(Decrease) FY 2019 - 2020
1 Salary Schedule Increase (Decrease)	\$ 45,486,757	\$ 6,104,618	\$ 3,756,688	\$ 3,756,688
		13.4207%	7.2816%	6.7874%
2 Step and Column - Increase (Decrease) Due to movement plus any changes due to settlement	\$ -	\$ -	\$ -	\$ -
		%	%	%
3 Other Compensation - Increase (Decrease) (Stipends, Bonuses, Longevity, overtime, etc.)	\$ 882,042	\$ 284,206	\$ 438,736	\$ 438,736
		32.2213%	37.6194%	60.6876%
Description of other compensation: Master Stipend increase from \$1,000 to \$1,500, TICP stipend increase from \$800 to \$1,000. Increase hourly rate from \$30 to \$45				
4 Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicate etc.	\$ 9,726,639	\$ 1,235,552	\$ 929,316	\$ 994,112
		12.7028%	8.4775%	8.3599%
5 Health/Welfare Plans:	\$ -	\$ -	\$ -	\$ -
		%	%	%
Description of health & welfare plans:				
6 Total Compensation - Increase (Decrease) (Total Lines 1-5)	\$ 56,095,438	\$ 7,624,376	\$ 5,124,740	\$ 5,189,537
7 Total Number of Represented Employees (Use FTEs if appropriate)	596.49			
8 Total Compensation <u>Average</u> Cost per Employee	94,042.55	12,782.07	8,591.49	8,700.12
		13.59%	8.04%	7.54%

9. Please provide summary of negotiated agreement. For example, if the increase in "Year 1" was for less than a full year, what is the annualized percentage of that increase for "Year 1"?

For 16-17, the regular certificated salary schedule will be increased by 5% over the 2015-16 salary schedules effective 7/1/16. For 17-18, the regular certificated salary schedule will be increased by 3% over the 2016-17 salary schedule effective 7/1/17. Master Stipend increase from \$1,000 to \$1,500 effective 7/1/17. Teacher in Charge (TIC) stipend increase from \$800 to \$1,000 effective 7/1/17. Overnight Stipend \$250/night (new)

10. Were any additional steps, columns, or ranges added to the schedules? (If yes, please explain.)

No

11. Does this bargaining unit have any recipients of life time benefits? If so, please indicate number of FTEs and health & welfare amounts.

No

12. A. Does this bargaining unit have a negotiated cap for Health and Welfare benefits? Yes ☒ No ☐
If yes, please describe the cap amount.

The District's contribution to health care benefits for full time regular employees is a soft cap in the amount of the cost of the lowest employee only HMO plan. No changes to health benefits were made in this settlement.

- B. Describe any negotiated changes in non-compensation items (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

Class size adjustments include: adding 3/4 combination classes to the existing TK-3 staffing ratio of 28 students, changing "Grade 3-5 classes at no more than 30 students" to "Grade 4-5 classes at no more than 30 students", and defining the staffing ratio for SDC pre-school at 12 students (same as K-5 SDC).

- C. Are reduction to budget or program necessary to accommodate the settlement?
Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

Not at this moment, budget reductions will need to be made for 2019-20 if a new parcel tax is not in place.

- D. What contingency language is included in the proposed agreement? Include specific areas identified reopeners, applicable fiscal years, and specific contingency language.

Reopeners for 2018-19 shall be limited to salary and benefits and one additional Article for each party.

- E. Will this agreement create, increase or decrease deficit spending in the current or subsequent year(s)? "Deficit Spending" is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If yes, explain the amounts and justification for doing so.

In order to finalize labor negotiations, deficit spending will increase by \$5,124,740 in 2018-19 and by \$5,189,537 in 2019-20.

- F. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.

N/A

- G. Source of Funding for Proposed Agreement

1. Current Year

LCFF gap funding increase. District has flipped from LCFF to basic aid.

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years (i.e. Revenue Limit COLA, staffing reductions, staffing ratio changes, one-time sources, etc.?)

LCFF gap funding increase. District has flipped from LCFF to basic aid.

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund

Enter Bargaining Unit: **SMETA**

	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of Dec 7, 2017)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 101,264,279	\$ -	\$ -	\$ 101,264,279
Remaining Revenues (8100-8799)	\$ 6,541,914	\$ -	\$ -	\$ 6,541,914
TOTAL REVENUES	\$ 107,806,193	\$ -	\$ -	\$ 107,806,193
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 45,328,255	\$ 5,238,836	\$ -	\$ 50,567,091
Classified Salaries (2000-2999)	\$ 8,433,769		\$ -	\$ 8,433,769
Employee Benefits (3000-3999)	\$ 17,131,345	\$ 1,013,152	\$ -	\$ 18,144,497
Books and Supplies (4000-4999)	\$ 2,025,971	\$ -	\$ -	\$ 2,025,971
Services, Other Operating Expenses (5000-5999)	\$ 7,617,210	\$ -	\$ -	\$ 7,617,210
Capital Outlay (6000-6599)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ 50,616	\$ -	\$ -	\$ 50,616
Direct Support/Indirect Cost (7300-7399)	\$ (402,645)	\$ -	\$ -	\$ (402,645)
Other Adjustments				
TOTAL EXPENDITURES	\$ 80,184,521	\$ 6,251,988	\$ -	\$ 86,436,509
OPERATING SURPLUS (DEFICIT)	\$ 27,621,672	\$ (6,251,988)	\$ -	\$ 21,369,684
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 750,000	\$ -	\$ -	\$ 750,000
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 5,826,836	\$ -	\$ -	\$ 5,826,836
CONTRIBUTIONS (8980-8999)	\$ (21,486,265)	\$ (1,372,388)	\$ -	\$ (22,858,653)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 1,058,571	\$ (7,624,376)	\$ -	\$ (6,565,805)
BEGINNING BALANCE	\$ 41,738,531			\$ 41,738,531
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 42,797,102	\$ (7,624,376)	\$ -	\$ 35,172,726
COMPONENTS OF ENDING BALANCE:				
Nonspendable (9711-9719)	\$ 80,288	\$ -	\$ -	\$ 80,288
Restricted (9730-9749)	\$ -	\$ -	\$ -	\$ -
Committed (9750-9769)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ 26,715,967	\$ (5,604,979)	\$ -	\$ 21,110,988
Unassigned (9789-9790)	\$ 16,000,847	\$ (2,019,397)	\$ -	\$ 13,981,450

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Restricted General Fund

Enter Bargaining Unit: SMETA

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of Dec 7, 2017)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 5,542,500	\$ -	\$ -	\$ 5,542,500
Remaining Revenues (8100-8799)	\$ 16,421,783	\$ -	\$ -	\$ 16,421,783
TOTAL REVENUES	\$ 21,964,283	\$ -	\$ -	\$ 21,964,283
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 9,612,695	\$ 1,149,988	\$ -	\$ 10,762,683
Classified Salaries (2000-2999)	\$ 6,687,900	\$ 0	\$ -	\$ 6,687,900
Employee Benefits (3000-3999)	\$ 10,498,188	\$ 222,399	\$ -	\$ 10,720,587
Books and Supplies (4000-4999)	\$ 5,467,158	\$ -	\$ -	\$ 5,467,158
Services, Other Operating Expenses (5000-5999)	\$ 13,767,903	\$ -	\$ -	\$ 13,767,903
Capital Outlay (6000-6599)	\$ 3,314,245	\$ -	\$ -	\$ 3,314,245
Other Outgo (7100-7299) (7400-7499)	\$ 1,821,856	\$ -	\$ -	\$ 1,821,856
Direct Support/Indirect Cost (7300-7399)	\$ 150,295	\$ -	\$ -	\$ 150,295
Other Adjustments				
TOTAL EXPENDITURES	\$ 51,320,241	\$ 1,372,388	\$ -	\$ 52,692,629
OPERATING SURPLUS (DEFICIT)	\$ (29,355,958)	\$ (1,372,388)	\$ -	\$ (30,728,346)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ -	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 5,076,737	\$ -	\$ -	\$ 5,076,737
CONTRIBUTIONS (8980-8999)	\$ 21,486,265	\$ 1,372,388	\$ -	\$ 22,858,653
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (12,946,430)	\$ 0	\$ -	\$ (12,946,430)
BEGINNING BALANCE	\$ 22,351,685			\$ 22,351,685
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 9,405,254	\$ 0	\$ -	\$ 9,405,255
COMPONENTS OF ENDING BALANCE:				
Nonspendable (9711-9719)	\$ -	\$ -	\$ -	\$ -
Restricted (9730-9749)	\$ 9,405,254	\$ -	\$ -	\$ 9,405,254
Committed (9750-9769)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ -	\$ -	\$ -	\$ -
Unassigned (9789-9790)	\$ 0	\$ 0	\$ -	\$ 1

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Combined General Fund**

Enter Bargaining Unit: SMETA

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of Dec 7, 2017)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 106,806,779	\$ -	\$ -	\$ 106,806,779
Remaining Revenues (8100-8799)	\$ 22,963,697	\$ -	\$ -	\$ 22,963,697
TOTAL REVENUES	\$ 129,770,476	\$ -	\$ -	\$ 129,770,476
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 54,940,950	\$ 6,388,824	\$ -	\$ 61,329,774
Classified Salaries (2000-2999)	\$ 15,121,669	\$ 0	\$ -	\$ 15,121,669
Employee Benefits (3000-3999)	\$ 27,629,533	\$ 1,235,552	\$ -	\$ 28,865,085
Books and Supplies (4000-4999)	\$ 7,493,130	\$ -	\$ -	\$ 7,493,130
Services, Other Operating Expenses (5000-5999)	\$ 21,385,113	\$ -	\$ -	\$ 21,385,113
Capital Outlay (6000-6599)	\$ 3,314,245	\$ -	\$ -	\$ 3,314,245
Other Outgo (7100-7299) (7400-7499)	\$ 1,872,472	\$ -	\$ -	\$ 1,872,472
Direct Support/Indirect Cost (7300-7399)	\$ (252,350)	\$ -	\$ -	\$ (252,350)
Other Adjustments				
TOTAL EXPENDITURES	\$ 131,504,762	\$ 7,624,376	\$ -	\$ 139,129,138
OPERATING SURPLUS (DEFICIT)	\$ (1,734,286)	\$ (7,624,376)	\$ -	\$ (9,358,662)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 750,000	\$ -	\$ -	\$ 750,000
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 10,903,573	\$ -	\$ -	\$ 10,903,573
CONTRIBUTIONS (8980-8999)	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (11,887,859)	\$ * (7,624,376)	\$ -	\$ (19,512,235)
BEGINNING BALANCE	\$ 64,090,215			\$ 64,090,215
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 52,202,356	\$ (7,624,376)	\$ -	\$ 44,577,980
COMPONENTS OF ENDING BALANCE:				
Nonspendable (9711-9719)	\$ 80,288	\$ -	\$ -	\$ 80,288
Restricted (9730-9749)	\$ 9,405,254	\$ -	\$ -	\$ 9,405,254
Committed (9750-9769)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ 26,715,967	\$ (5,604,979)	\$ -	\$ 21,110,988
Unassigned (9789-9790)	\$ 16,000,847	\$ (2,019,397)	\$ -	\$ 13,981,450

* If the total amount of the Adjustment in Col. 2 does not agree with the amount of the Total Compensation Increase (Decrease) in Section A, Line 6, Page 1, explain the variance below:

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT FISCAL YEARS

Multiyear Projection - Combined General Fund

Enter Bargaining Unit: SMETA

	FY 2017 - 18	FY 2018 - 19	FY 2019 - 20
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Revenue Limit Sources (8010-8099)	\$ 106,806,779	\$ 105,744,199	\$ 110,042,378
Remaining Revenues (8100-8799)	\$ 22,963,697	\$ 17,720,231	\$ 17,846,631
TOTAL REVENUES	\$ 129,770,476	\$ 123,464,430	\$ 127,889,009
EXPENDITURES			
Certificated Salaries (1000-1999)	\$ 61,329,774	\$ 55,353,691	\$ 56,289,330
Classified Salaries (2000-2999)	\$ 15,121,669	\$ 14,463,746	\$ 14,714,885
Employee Benefits (3000-3999)	\$ 28,865,085	\$ 28,644,854	\$ 30,361,824
Books and Supplies (4000-4999)	\$ 7,493,130	\$ 2,419,765	\$ 2,255,898
Services, Other Operating Expenses (5000-5999)	\$ 21,385,113	\$ 20,414,374	\$ 20,538,364
Capital Outlay (6000-6999)	\$ 3,314,245	\$ 10,000	\$ 10,000
Other Outgo (7100-7299) (7400-7499)	\$ 1,872,472	\$ 1,872,472	\$ 1,872,472
Direct Support/Indirect Cost (7300-7399)	\$ (252,350)	\$ (252,350)	\$ (252,350)
Other Adjustments		\$ 5,124,740	\$ 5,189,537
TOTAL EXPENDITURES	\$ 139,129,138	\$ 128,051,292	\$ 130,979,959
OPERATING SURPLUS (DEFICIT)	\$ (9,358,662)	\$ (4,586,862)	\$ (3,090,950)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 750,000	\$ 750,000	\$ 750,000
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 10,903,573	\$ 859,286	\$ 859,286
CONTRIBUTIONS (8980-8999)	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (19,512,235)	\$ (4,696,148)	\$ (3,200,236)
BEGINNING BALANCE	\$ 64,090,215	\$ 44,577,980	\$ 39,881,833
CURRENT-YEAR ENDING BALANCE	\$ 44,577,980	\$ 39,881,833	\$ 36,681,596
COMPONENTS OF ENDING BALANCE:			
Nonspendable (9711-9719)	\$ 80,288	\$ 80,288	\$ 80,288
Restricted (9730-9749)	\$ 9,405,254	\$ 10,011,541	\$ 10,550,453
Committed (9750-9769)	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ 21,110,988	\$ 13,829,709	\$ 15,352,467
Unassigned (9789-9790)	\$ 13,981,450	\$ 15,960,295	\$ 10,698,388

J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		FY 2017 - 18	FY 2018 - 19	FY 2019 - 20
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 128,975,565	\$ 127,942,006	\$ 130,870,673
b.	State Standard Minimum Reserve Percentage for this District: (enter percentage):	6.00%	6.00%	6.00%
c.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b. OR \$50,000	\$ 7,738,534	\$ 7,676,520	\$ 7,852,240

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a.	General Fund (Fund 01) Stabilization Arrangements, % Unassigned Fund Balance (includes Reserve for Economic Uncertainties)	\$ 13,981,450	\$ 15,960,295	\$ 10,698,388
b.	Special Reserve Fund (Fund 17) Unassigned Fund Balance	\$ 494,519	\$ 585,410	\$ 676,301
c.	Total Available Reserves	\$ 14,475,969	\$ 16,545,705	\$ 11,374,689
d.	Reserve for Economic Uncertainties Percentage	11.22%	12.93%	8.69%

3. Do unrestricted reserves meet the state minimum reserve amount?

FY 2017 - 18	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
FY 2018 - 19	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
FY 2019 - 20	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

4. If no, how do you plan to restore your reserves? Provide comments/explanations below:

K. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF COLLECTIVE BARGAINING AGREEMENT

(The disclosure document must be signed by the district Superintendent and Chief Business Officer at the time of public disclosure.)

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and the Chief Business Officer of San Mateo-Foster City School District (District), hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the SMETA (Bargaining Unit), during the term of the agreement from July 1, 2016 to June 30, 2019.


Joan Rosas

District Superintendent
(Signature Over Printed Name)

10-Jan-18

Date


Carolyn Chow

Chief Business Officer
(Signature Over Printed Name)

10-Jan-18

Date

L. CERTIFICATION NO. 2

(The disclosure document must be signed by the district Superintendent or designee and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.)

The information provided in this document summarizes the financial implications of the proposed agreement and submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Section 3547.5.

Joan Rosas

District Superintendent
(Signature Over Printed Name)

11-Jan-18

Date

Carolyn Chow
Contact Person

650-312-7269
Phone

Nancy Kohn Hsieh

President or Clerk of the Governing Board
(Signature Over Printed Name)

11-Jan-18

Date