

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: CSEA

Certificated, Classified, Other: Classified

The proposed agreement covers the period beginning: **July 1, 2016** and ending: **June 30, 2018**
(date) (date)

The Governing Board will act upon this agreement at its meeting on: 22-Feb-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)	\$ 12,799,820	\$ 1,570,525	\$ 966,477	\$ 966,477
		12.2699%	6.7255%	6.3017%
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.)		\$ -	\$ -	\$ -
		%	%	%
4 Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicate etc.	\$ 3,590,513	\$ 391,302	\$ 271,773	\$ 297,868
		10.8982%	6.8254%	7.0028%
5 Health/Welfare Plans:	\$ 1,348,948	\$ 89,800	\$ 179,600	\$ 179,600
		6.6570%	12.4831%	11.0977%
Description of health & welfare plans:				
6 Total Compensation - Increase (Decrease) (Total Lines 1-5)	\$ 17,739,281	\$ 2,051,627	\$ 1,417,850	\$ 1,443,945
7 Total Number of Represented Employees (Use FTEs if appropriate)	300.82			
8 Total Compensation Average Cost per Employee	58,969.75	6,820.12	4,713.28	4,800.03
		11.57%	7.16%	6.81%

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 classified salary schedule will be increased by 5% over the 2015-16 salary schedules effective 7/1/16. For 17-18, the regular classified salary schedule will be increased by 3% over the 2016-17 salary schedule effective 7/1/17. Effective Jan 1, 2018, district benefit contribution will increase from \$750 to \$850 per month for 12 month employees.

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 will increase from \$750 to \$850 per month for 12 month employees (or \$10,200 per year). Unit members will be prorated working between 20 and 30 hours.

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

None

- 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 \$1,417,850 in 2018-19 and by \$1,443,945 in 2019-20.

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

None

- 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.)

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

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund

Enter Bargaining Unit: CSEA

	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	\$ 848,083	\$ -	\$ 46,176,338
Classified Salaries (2000-2999)	\$ 8,433,769		\$ -	\$ 8,433,769
Employee Benefits (3000-3999)	\$ 17,131,345	\$ 259,795	\$ -	\$ 17,391,140
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	\$ 1,107,879	\$ -	\$ 81,292,400
OPERATING SURPLUS (DEFICIT)	\$ 27,621,672	\$ (1,107,879)	\$ -	\$ 26,513,793
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)	\$ (943,749)	\$ -	\$ (22,430,014)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 1,058,571	\$ (2,051,628)	\$ -	\$ (993,057)
BEGINNING BALANCE	\$ 41,738,531			\$ 41,738,531
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 42,797,102	\$ (2,051,628)	\$ -	\$ 40,745,474
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	\$ (1,508,791)	\$ -	\$ 25,207,176
Unassigned (9789-9790)	\$ 16,000,847	\$ (542,837)	\$ -	\$ 15,458,010

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Restricted General Fund

Enter Bargaining Unit: CSEA

	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	\$ 722,441	\$ -	\$ 10,335,136
Classified Salaries (2000-2999)	\$ 6,687,900	\$ 0	\$ -	\$ 6,687,900
Employee Benefits (3000-3999)	\$ 10,498,188	\$ 221,307	\$ -	\$ 10,719,495
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	\$ 943,749	\$ -	\$ 52,263,990
OPERATING SURPLUS (DEFICIT)	\$ (29,355,958)	\$ (943,749)	\$ -	\$ (30,299,707)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ -	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 5,076,737	\$ -	\$ -	\$ 5,076,737
CONTRIBUTIONS (8980-8999)	\$ 21,486,265	\$ 943,749	\$ -	\$ 22,430,014
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: CSEA

	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	\$ 1,570,525	\$ -	\$ 56,511,475
Classified Salaries (2000-2999)	\$ 15,121,669	\$ 0	\$ -	\$ 15,121,669
Employee Benefits (3000-3999)	\$ 27,629,533	\$ 481,102	\$ -	\$ 28,110,635
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	\$ 2,051,627	\$ -	\$ 133,556,389
OPERATING SURPLUS (DEFICIT)	\$ (1,734,286)	\$ (2,051,627)	\$ -	\$ (3,785,913)
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)	\$ *	\$ -	\$ (13,939,486)
BEGINNING BALANCE	\$ 64,090,215			\$ 64,090,215
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 52,202,356	\$ (2,051,627)	\$ -	\$ 50,150,729
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	\$ (1,508,791)	\$ -	\$ 25,207,176
Unassigned (9789-9790)	\$ 16,000,847	\$ (542,836)	\$ -	\$ 15,458,011

* 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: CSEA

	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)	\$ 56,511,475	\$ 55,353,691	\$ 56,289,330
Classified Salaries (2000-2999)	\$ 15,121,669	\$ 14,463,746	\$ 14,714,885
Employee Benefits (3000-3999)	\$ 28,110,635	\$ 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		\$ 1,417,850	\$ 1,443,945
TOTAL EXPENDITURES	\$ 133,556,389	\$ 124,344,402	\$ 127,234,368
OPERATING SURPLUS (DEFICIT)	\$ (3,785,913)	\$ (879,972)	\$ 654,641
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	\$ (13,939,486)	\$ (989,258)	\$ 545,355
BEGINNING BALANCE	\$ 64,090,215	\$ 50,150,729	\$ 49,161,471
CURRENT-YEAR ENDING BALANCE	\$ 50,150,729	\$ 49,161,471	\$ 49,706,826
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)	\$ 25,207,176	\$ 20,433,170	\$ 24,470,960
Unassigned (9789-9790)	\$ 15,458,011	\$ 18,636,472	\$ 14,605,125

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)	\$ 123,402,816	\$ 124,235,116	\$ 127,125,082
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	\$ 7,404,169	\$ 7,454,107	\$ 7,627,505

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

a.	General Fund (Fund 01) Stabilization Arrangements, % Unassigned Fund Balance (includes Reserve for Economic Uncertainties)	\$ 15,458,011	\$ 18,636,472	\$ 14,605,125
b.	Special Reserve Fund (Fund 17) Unassigned Fund Balance	\$ 494,519	\$ 585,410	\$ 676,301
c.	Total Available Reserves	\$ 15,952,530	\$ 19,221,882	\$ 15,281,426
d.	Reserve for Economic Uncertainties Percentage	12.93%	15.47%	12.02%

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

FY 2017 - 18

Yes

☒

No

☐

FY 2018 - 19

Yes

☒

No

☐

FY 2019 - 20

Yes

☒

No

☐

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 CSEA (Bargaining Unit), during the term of the agreement from July 1, 2016 to June 30, 2018.

District Superintendent
(Signature Over Printed Name)

14-Feb-18
Date

Chief Business Officer
(Signature Over Printed Name)

14-Feb-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.

District Superintendent
(Signature Over Printed Name)

22-Feb-18
Date

Carolyn Chow
Contact Person

650-312-7269
Phone

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

22-Feb-18
Date