



**San Mateo Elementary Teachers' Association CTA/NEA**

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To: Sue Wieser, Assistant Superintendent for Human Resources  
From: Lisa Fahey, Negotiations Chair, San Mateo Elementary Teachers Association  
Date: February 15, 2018  
Re: San Mateo Elementary Teachers Association (SMETA) Sunshine Statement

In accordance with Government Code section 3547, SMETA has prepared the attached Sunshine Statement for a successor agreement. We are prepared to meet our obligation under the law by presenting this document at the February 22, 2018 Board of Trustees Meeting. The Association looks forward to beginning formal negotiations with the District. Attached are conceptual proposals for the following Articles:

Article 5 Compensation and Benefits  
Article 8 Class Size  
Intent to negotiate legal protections and Association rights under AB 119

Please contact the Association with the date the District anticipates it will present its Sunshine Statement for Contract Reopeners.

Questions regarding this document may be referred to Lisa Fahey, SMETA Negotiations' chair at 650-558-9690.



## San Mateo Elementary Teachers' Association CTA/NEA

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**San Mateo Elementary Teachers Association  
Sunshine Statement to  
San Mateo Foster City Elementary School District  
Contract Reopeners 2018-2019**

*This statement contains conceptual proposals and has been prepared under the provisions of state law and regulations that require such disclosure. This order of presentation is not intended to reflect any sense of priority. The Association reserves the right to amend, modify or eliminate proposals during the course of negotiations.*

### **Article 5 Compensation and Benefits**

- Compensation: Across the board salary schedule increases to all schedules
- Collapse number of steps on the Certificated (Teachers, Librarians, Nurses, and Counselors) Salary Schedules
- Add longevity increments to both Certificated and Psychologist Salary Schedules.
- Increase District contribution to employee health benefits

### **Article 8 Class Size**

- Reduce District student to teacher ratio at all grade levels to support lower class sizes at all levels
- Create protective language to promote lower class sizes and support for students
- Modify language around elementary class size maximums to include mainstreaming of Special Day Class students
- Reevaluate and develop additional support options available for teachers whose class size has exceeded the maximums
- Develop language to reduce student to counselor ratio at all levels to support students and proactively provide mental health, wellness and early intervention
- Create class size maximums for Elementary and Middle School Physical Education classes
- In order to support needs of students, reduce student to psychologist ratio
- Redefine the term Full Inclusion of Special Education Students and develop new language that promotes educational access for all students and support and training for all educators of Special Education students
- Develop language and provide support and training for educators of Special Education students and those with 504 plans across all settings.

**Intent to negotiate legal protections and Association rights under AB 119**

Under the law, the parties are to negotiate the specifics of access to new employee orientations, including but not limited to the structure, time, and manner of union access. (Cal. Gov't Code § 3556.). Failure to reach agreement on the structure, time, and manner of access shall be subject, at either party's request, to compulsory, expedited interest arbitration.

- Notice of Employee Orientations and onboarding for all bargaining unit members
- Employee Orientations, Time and Access to all employee orientation
- Access to Employee Information (all bargaining unit members)