

**SAN MATEO-FOSTER CITY SCHOOL DISTRICT
AND
SAN MATEO ELEMENTARY TEACHERS ASSOCIATION (SMETA)
SUNSHINE STATEMENT**

DISTRICT'S INITIAL PROPOSAL FOR REOPENER NEGOTIATIONS

In preparation for contract reopener negotiations with SMETA for 2018-2019, the Governing Board adopts the following principles and goals to guide the District's negotiating team in the course of conducting negotiations:

- Ensuring fiscal security for the District, both in the short and long term;
- Enhancing student achievement and greater educational opportunities for students;
- Fair and equitable salaries and benefits consistent with the District's budget and priorities;
- A collaborative bargaining process; and
- Maintenance of District services to the community's children. As in all of the District's concerns, students must come first.

The District desires to engage in good faith, principled negotiations with SMETA to reach a consensus on all pending issues. To achieve that end, the parties will face the following challenges and goals:

- To reach a mutual understanding of the District's financial realities and needs;
- To discuss each parties' interests in and reasons for bringing forward their respective issues for negotiations; and
- To develop options for meeting these interests which would change the parties' collective bargaining agreement and practices, either temporarily or permanently; and
- To employ efficient, constructive and collaborative negotiations to reach a consensus agreement that each party can live with now and in the near future.

The District proposes to negotiate the following:

Article 5-Compensation & Benefits:

- The District has an interest in maintaining equitable and competitive total compensation, including salary and benefits, while preserving fiscal solvency and delivering high quality instructional programs.

Article 6-Hours

- The District has an interest in creating time within the contract work day and week for providing district and site based professional development and collaborative common planning time between teachers and teachers, and between teachers and principals.