

**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: Confidential and SMEAA  
Certificated, Classified, Other: Certificated and 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: 4/19/2018  
(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 - 19	Year 3 Increase/(Decrease) FY 2019 - 2020
1 Salary Schedule Increase (Decrease)	\$ 6,664,086	\$ 915,779	\$ 563,556	\$ 563,556
		13.7420%	7.4349%	6.9204%
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.)	\$ -	\$ -	\$ -	\$ -
		%	%	%
Description of other compensation:				
4 Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare etc.	\$ 1,469,729	\$ 185,463	\$ 129,133	\$ 136,123
		12.6189%	7.8017%	7.6288%
5 Health/Welfare Plans:	\$ -	\$ -	\$ -	\$ -
		%	%	%
Description of health & welfare plans:				
6 Total Compensation - Increase (Decrease) (Total Lines 1-5)	\$ 8,133,815	\$ 1,101,242	\$ 692,689	\$ 699,679
7 Total Number of Represented Employees (Use FTEs if appropriate)	49.65			
8 Total Compensation Average Cost per Employee	163,823.07	22180.09824	13951.4459	14092.22974
		13.54%	7.50%	7.05%

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 confidential and management salary schedule will be increased by 5% over the 2015-16 salary schedules effective 7/1/16. For 17-18, the regular confidential and management salary schedule will be increased by 3% over the 2016-17 salary schedule effective 7/1/17.

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 monthly contribution to health care benefits is \$1,000.**

- 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.

**None**

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.

**Deficit spending will increase \$692,689 in 2018-19 and \$699,679 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: Confidential and SMEAA

	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 3/22/18)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ 101,264,279	\$ -	\$ -	\$ 101,264,279
Remaining Revenues (8100-8799)	\$ 7,387,176	\$ -	\$ -	\$ 7,387,176
<b>TOTAL REVENUES</b>	\$ 108,651,455	\$ -	\$ -	\$ 108,651,455
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 50,698,092	\$ -	\$ -	\$ 50,698,092
Classified Salaries (2000-2999)	\$ 8,342,429	\$ 824,201	\$ -	\$ 9,166,630
Employee Benefits (3000-3999)	\$ 18,310,044	\$ 166,917	\$ -	\$ 18,476,961
Books and Supplies (4000-4999)	\$ 2,016,447	\$ -	\$ -	\$ 2,016,447
Services, Other Operating Expenses (5000-5999)	\$ 7,937,332	\$ -	\$ -	\$ 7,937,332
Capital Outlay (6000-6599)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ 50,616	\$ -	\$ -	\$ 50,616
Direct Support/Indirect Cost (7300-7399)	\$ (418,284)	\$ -	\$ -	\$ (418,284)
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 86,936,676	\$ 991,118	\$ -	\$ 87,927,794
OPERATING SURPLUS (DEFICIT)	\$ 21,714,779	\$ (991,118)	\$ -	\$ 20,723,661
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ -	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 5,826,836	\$ -	\$ -	\$ 5,826,836
CONTRIBUTIONS (8980-8999)	\$ (23,427,106)	\$ -	\$ -	\$ (23,427,106)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (7,539,163)	\$ (991,118)	\$ -	\$ (8,530,281)
<b>BEGINNING BALANCE</b>				
BEGINNING BALANCE	\$ 41,738,531			\$ 41,738,531
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 34,199,368	\$ (991,118)	\$ -	\$ 33,208,250
<b>COMPONENTS OF ENDING BALANCE:</b>				
Nonspendable (9711-9719)	\$ 80,288	\$ -	\$ -	\$ 80,288
Restricted (9730-9749)	\$ -	\$ -	\$ -	\$ -
Committed (9750-9769)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ 19,087,354	\$ -	\$ -	\$ 19,087,354
Unassigned (9789-9790)	\$ 15,031,726	\$ (991,118)	\$ -	\$ 14,040,608

**H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET****Restricted General Fund**Enter Bargaining Unit: **Confidential and SMEAA**

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 3/22/18)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ 5,542,500	\$ -	\$ -	\$ 5,542,500
Remaining Revenues (8100-8799)	\$ 17,378,125	\$ -	\$ -	\$ 17,378,125
<b>TOTAL REVENUES</b>	\$ 22,920,625	\$ -	\$ -	\$ 22,920,625
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 10,711,054	\$ -	\$ -	\$ 10,711,054
Classified Salaries (2000-2999)	\$ 6,933,944	\$ 91,578	\$ -	\$ 7,025,522
Employee Benefits (3000-3999)	\$ 10,828,184	\$ 18,546	\$ -	\$ 10,846,730
Books and Supplies (4000-4999)	\$ 5,554,972	\$ -	\$ -	\$ 5,554,972
Services, Other Operating Expenses (5000-5999)	\$ 15,258,216	\$ -	\$ -	\$ 15,258,216
Capital Outlay (6000-6599)	\$ 3,325,344	\$ -	\$ -	\$ 3,325,344
Other Outgo (7100-7299) (7400-7499)	\$ 1,821,856	\$ -	\$ -	\$ 1,821,856
Direct Support/Indirect Cost (7300-7399)	\$ 165,934	\$ -	\$ -	\$ 165,934
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 54,599,504	\$ 110,124	\$ -	\$ 54,709,628
OPERATING SURPLUS (DEFICIT)	\$ (31,678,879)	\$ (110,124)	\$ -	\$ (31,789,003)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ -	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 5,076,737	\$ -	\$ -	\$ 5,076,737
CONTRIBUTIONS (8980-8999)	\$ 23,427,106	\$ -	\$ -	\$ 23,427,106
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (13,328,510)	\$ (110,124)	\$ -	\$ (13,438,634)
<b>BEGINNING BALANCE</b>	\$ 22,351,685			\$ 22,351,685
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 9,023,175	\$ (110,124)	\$ -	\$ 8,913,051
<b>COMPONENTS OF ENDING BALANCE:</b>				
Nonspendable (9711-9719)	\$ -	\$ -	\$ -	\$ -
Restricted (9730-9749)	\$ 8,913,051	\$ -	\$ -	\$ 8,913,051
Committed (9750-9769)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ -	\$ -	\$ -	\$ -
Unassigned (9789-9790)	\$ 110,124	\$ (110,124)	\$ -	\$ -

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

Enter Bargaining Unit: Confidential and SMEAA

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 3/22/18)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ 106,806,779	\$ -	\$ -	\$ 106,806,779
Remaining Revenues (8100-8799)	\$ 24,765,301	\$ -	\$ -	\$ 24,765,301
<b>TOTAL REVENUES</b>	\$ 131,572,080	\$ -	\$ -	\$ 131,572,080
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 61,409,146	\$ -	\$ -	\$ 61,409,146
Classified Salaries (2000-2999)	\$ 15,276,373	\$ 915,779	\$ -	\$ 16,192,152
Employee Benefits (3000-3999)	\$ 29,138,228	\$ 185,463	\$ -	\$ 29,323,691
Books and Supplies (4000-4999)	\$ 7,571,419	\$ -	\$ -	\$ 7,571,419
Services, Other Operating Expenses (5000-5999)	\$ 23,195,548	\$ -	\$ -	\$ 23,195,548
Capital Outlay (6000-6599)	\$ 3,325,344	\$ -	\$ -	\$ 3,325,344
Other Outgo (7100-7299) (7400-7499)	\$ 1,872,472	\$ -	\$ -	\$ 1,872,472
Direct Support/Indirect Cost (7300-7399)	\$ (252,350)	\$ -	\$ -	\$ (252,350)
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 141,536,180	\$ 1,101,242	\$ -	\$ 142,637,422
OPERATING SURPLUS (DEFICIT)	\$ (9,964,100)	\$ (1,101,242)	\$ -	\$ (11,065,342)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ -	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 10,903,573	\$ -	\$ -	\$ 10,903,573
CONTRIBUTIONS (8980-8999)	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (20,867,673)	\$ *	\$ -	\$ (21,968,915)
BEGINNING BALANCE	\$ 64,090,216			\$ 64,090,216
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 43,222,543	\$ (1,101,242)	\$ -	\$ 42,121,301
<b>COMPONENTS OF ENDING BALANCE:</b>				
Nonspendable (9711-9719)	\$ 80,288	\$ -	\$ -	\$ 80,288
Restricted (9730-9749)	\$ 8,913,051	\$ -	\$ -	\$ 8,913,051
Committed (9750-9769)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ 19,087,354	\$ -	\$ -	\$ 19,087,354
Unassigned (9789-9790)	\$ 15,141,850	\$ (1,101,242)	\$ -	\$ 14,040,608

\* 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: Confidential and SMEAA

	<b>FY 2017 - 18</b>	<b>FY 2018 - 19</b>	<b>FY 2019 - 20</b>
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
Revenue Limit Sources (8010-8099)	\$ 106,806,779	\$ 105,735,972	\$ 110,029,630
Remaining Revenues (8100-8799)	\$ 24,765,301	\$ 18,607,712	\$ 18,735,318
<b>TOTAL REVENUES</b>	\$ 131,572,080	\$ 124,343,684	\$ 128,764,948
<b>EXPENDITURES</b>			
Certificated Salaries (1000-1999)	\$ 61,409,146	\$ 58,956,308	\$ 59,990,867
Classified Salaries (2000-2999)	\$ 16,192,152	\$ 14,494,235	\$ 14,754,126
Employee Benefits (3000-3999)	\$ 29,323,691	\$ 28,999,383	\$ 30,767,171
Books and Supplies (4000-4999)	\$ 7,571,419	\$ 2,387,819	\$ 2,371,485
Services, Other Operating Expenses (5000-5999)	\$ 23,195,548	\$ 20,865,967	\$ 20,833,746
Capital Outlay (6000-6999)	\$ 3,325,344	\$ 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		\$ 692,689	\$ 699,679
<b>TOTAL EXPENDITURES</b>	\$ 142,637,422	\$ 128,026,523	\$ 131,047,196
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (11,065,342)	\$ (3,682,839)	\$ (2,282,248)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 10,903,573	\$ 859,286	\$ 859,286
CONTRIBUTIONS (8980-8999)	\$ -	\$ -	\$ -
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (21,968,915)	\$ (4,542,125)	\$ (3,141,534)
<b>BEGINNING BALANCE</b>	\$ 64,090,216	\$ 42,121,301	\$ 37,579,176
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 42,121,301	\$ 37,579,176	\$ 34,437,642
<b>COMPONENTS OF ENDING BALANCE:</b>			
Nonspendable (9711-9719)	\$ 80,288	\$ 80,288	\$ 80,288
Restricted (9730-9749)	\$ 8,913,050	\$ 9,201,801	\$ 9,429,366
Committed (9750-9769)	\$ 8,913,051	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ 19,087,354	\$ 17,878,917	\$ 16,878,917
Unassigned (9789-9790)	\$ 14,040,608	\$ 10,418,170	\$ 8,049,071

**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)	\$ 131,733,849	\$ 127,167,237	\$ 130,187,910
b.	State Standard Minimum Reserve Percentage for this District: <b>(enter percentage)</b> :	3.00%	3.00%	3.00%
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	\$ 3,952,015	\$ 3,815,017	\$ 3,905,637

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

a.	General Fund (Fund 01) Stabilization Arrangements, % Unassigned Fund Balance (includes Reserve for Economic Uncertainties)	\$ 14,040,608	\$ 10,418,170	\$ 8,049,071
b.	Special Reserve Fund (Fund 17) Unassigned Fund Balance	\$ 494,519	\$ 585,410	\$ 676,301
c.	Total Available Reserves	\$ 14,535,127	\$ 11,003,580	\$ 8,725,372
d.	Reserve for Economic Uncertainties Percentage	11.03%	8.65%	6.70%

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

\_\_\_\_\_  
Joan Rosas  
**District Superintendent**  
(Signature Over Printed Name)

\_\_\_\_\_  
4/10/2018  
**Date**

\_\_\_\_\_  
Carolyn Chow  
**Chief Business Officer**  
(Signature Over Printed Name)

\_\_\_\_\_  
4/10/2018  
**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 Roass  
**District Superintendent**  
(Signature Over Printed Name)

\_\_\_\_\_  
4/19/2018  
**Date**

\_\_\_\_\_  
Carolyn Chow  
Contact Person

\_\_\_\_\_  
650-312-7269  
Phone

\_\_\_\_\_  
Audrey Ng  
**President or Clerk of the Governing Board**  
(Signature Over Printed Name)

\_\_\_\_\_  
4/19/2018  
**Date**