

**SAN MATEO-FOSTER CITY SCHOOL DISTRICT  
AND  
CSEA CHAPTER # 411**

**DISTRICT'S INITIAL PROPOSAL  
2018-19 SUCCESSOR AGREEMENT NEGOTIATIONS**

In preparation for contract reopener negotiations with CSEA for 2018-19, 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 CSEA to reach a consensus resolution 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 develop options for meeting these needs 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.

With regarding to specific contractual reopeners, the District proposes to negotiate the following:

- Article 21 – Pay and Allowances: The District has an interest in examining the compensation package.
- Article 23 – Health and Welfare Benefits: The District has an interest in examining the compensation package, including benefits.
- Article 7 - Vacations: The District has an interest in incorporating language related to vacation scheduling for School Operations Team Leader and Custodians into the collective bargaining agreement.
- Article 8 - Leaves: The District has an interest in addressing changes in the law regarding parental leave.