

**SAN MATEO-FOSTER CITY SCHOOL DISTRICT INITIAL PROPOSAL FOR
REOPENER NEGOTIATIONS WITH
SAN MATEO ELEMENTARY TEACHERS ASSOCIATION (SMETA)**

In preparation for reopener contract negotiations with SMETA for 2020-2021, the District's negotiating team will be guided by the following principles and goals in the course of conducting negotiations:

- Enhance student achievement and greater educational opportunities for students;
- Ensure fiscal security for the District, both in the short and long term;
- Provide fair and equitable salaries and benefits consistent with the District's budget and priorities;
- Conduct a collaborative bargaining process; and
- Provide educational services to students as they must come first in all of the District's concerns.

The District has a desire to engage in good faith, principled negotiations with SMETA to reach a consensus on all pending issues. To achieve that end, the District in collaboration with SMETA seeks to:

- Reach a mutual understanding of the District's financial realities and needs; and
- Discuss each parties' interests and the reasons for bringing forward their respective issues for negotiations; and
- Develop options for meeting these interests which would change the parties' collective bargaining agreement and practices, either temporarily or permanently; and
- 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 in Article 6-Hours:

- The District has an interest in addressing how transitional kindergarten and kindergarten teachers are assigned to assist in other classes to support students and/or teachers to improve student learning. The District would like to have a shared understanding and clarity with SMETA about how teachers are assigned to assist in other classes in order to have consistency among all elementary school sites.
- The District has an interest in addressing how to conduct meetings including IEP, SST and 504 plan in a timely manner and allow for participation of all staff and families. The District would like to collaborate with SMETA and develop mutually acceptable solutions on how to conduct meetings in a manner that is cost efficient, effective and accommodates needs of families.
- The District has an interest in addressing the use of early release time for the purpose of enhancing student achievement and providing greater educational opportunities for students. The District has an increasing need to provide professional development and training for staff so they have the skills necessary to address the learning needs of all students including English learners and students with disabilities. The District would like to explore creative options to ensure that staff has the appropriate training to address the educational needs of students while respecting teacher preparation and collaboration time.
- The District is interested in addressing job share notices for the purpose of alignment with other notices.