

**SAN MATEO-FOSTER CITY SCHOOL DISTRICT INITIAL PROPOSAL FOR  
REOPENER NEGOTIATIONS WITH  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA)**

In preparation for reopener contract negotiations with CSEA 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 CSEA to reach a consensus on all pending issues. To achieve that end, the District in collaboration with CSEA 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.

With regard 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.