

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: CSEA

Certificated, Classified, Other: CLASSIFIED

The proposed agreement covers the period beginning: **July 1, 2020** and ending: **June 30, 2021**
(date) (date)

The Governing Board will act upon this agreement at its meeting on: 6/4/2020
(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 19-20	Fiscal Impact of Proposed Agreement		
		Year 1 Increase/(Decrease) FY 20-21	Year 2 Increase/(Decrease) FY 21-22	Year 3 Increase/(Decrease) FY 22-23
1 Salary Schedule Increase (Decrease)	\$ 13,617,248	\$ 408,516	\$ 408,516	\$ 408,516
		3.0000%	2.9126%	2.8302%
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, Medicate etc.	\$ 4,191,580	\$ 109,134	\$ 117,495	\$ 121,711
		2.6036%	2.7320%	2.7548%
5 Health/Welfare Plans:	\$ -	\$ -	\$ -	\$ -
		%	%	%
Description of health & welfare plans:				
6 Total Compensation - Increase (Decrease) (Total Lines 1-5)	\$ 17,808,828	\$ 517,650	\$ 526,011	\$ 530,227
7 Total Number of Represented Employees (Use FTEs if appropriate)	268.40			
8 Total Compensation <u>Average</u> Cost per Employee	66,351.82	1,928.65	1,959.80	1,975.51
		2.91%	2.87%	2.81%

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 2020-21 the regular classified salary schedule will be increased by 3% over the 2019-20 salary schedules effective 7/1/20.

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 contribution to health care benefits for full time regular employees is a \$850 cap (or \$10,200 per year). Unit members working between 20 and 30 hours are prorated.

- 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.)

At this point in time, the District is proceeding with this increase based on information available to the District as of the Second Interim for 2019-20. The impact of COVID 19 on District financing is unknown at this time.

- D. What contingency language is included in the proposed agreement? Include specific areas identified reopeners, applicable fiscal years, and specific contingency language.

Reopeners for 2021-22 school year shall be salary and benefits.

- 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 by \$517,650 in 2020-21 and by \$526,011 in 2021-22.

- F. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.

N/A

- G. Source of Funding for Proposed Agreement
1. Current Year

LCFF funding: District is a basic aid district and AV growth is projected at 4% for 2020-21.

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.)?

The passage of Measure V provides a source of revenue generating approximately \$10M annually for 9 years. \$5M of the Parcel Tax is to cover the district's existing deficit and \$5M will allow the District to provide staff with increased compensation to attract and retain staff and improve student outcomes.

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.)

The passage of Measure V provides a source of revenue generating approximately \$10M annually for 9 years. \$5M of the Parcel Tax is to cover the district's existing deficit and \$5M will allow the District to provide staff with increased compensation to attract and retain staff and improve student outcomes.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund

Enter Bargaining Unit: CSEA

	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 3/26/2020)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	111,296,383.00	\$ -	\$ -	\$ 111,296,383
Remaining Revenues (8100-8799)	8,233,407.00	\$ -	\$ -	\$ 8,233,407
TOTAL REVENUES	119,529,790.47	\$ -	\$ -	\$ 119,529,790
EXPENDITURES				
Certificated Salaries (1000-1999)	53,327,374.59		\$ -	\$ 53,327,375
Classified Salaries (2000-2999)	9,704,407.00		\$ -	\$ 9,704,407
Employee Benefits (3000-3999)	20,964,249.00		\$ -	\$ 20,964,249
Books and Supplies (4000-4999)	3,969,741.51	\$ -	\$ -	\$ 3,969,742
Services, Other Operating Expenses (5000-5999)	9,378,105.49	\$ -	\$ -	\$ 9,378,105
Capital Outlay (6000-6599)	62,104.00	\$ -	\$ -	\$ 62,104
Other Outgo (7100-7299) (7400-7499)	-	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	(360,851.76)	\$ -	\$ -	\$ (360,852)
Other Adjustments				
TOTAL EXPENDITURES	97,045,129.83	\$ -	\$ -	\$ 97,045,130
OPERATING SURPLUS (DEFICIT)	22,484,660.64	\$ -	\$ -	\$ 22,484,661
TRANSFERS IN & OTHER SOURCES (8910-8979)	750,000.00	\$ -	\$ -	\$ 750,000
TRANSFERS OUT & OTHER USES (7610-7699)	1,038,708.00	\$ -	\$ -	\$ 1,038,708
CONTRIBUTIONS (8980-8999)	(24,983,024.16)		\$ -	\$ (24,983,024)
CURRENT YEAR INCREASE (DECREASE) IN FUND	(2,787,071.52)	\$ -	\$ -	\$ (2,787,072)
BEGINNING BALANCE	32,558,685.57			\$ 32,558,686
Prior-Year Adjustments/Restatements (9793/9795)	-			\$ -
CURRENT-YEAR ENDING BALANCE	29,771,614.05	\$ -	\$ -	\$ 29,771,614
COMPONENTS OF ENDING BALANCE:				
Nonspendable (9711-9719)	80,288.00	\$ -	\$ -	\$ 80,288
Restricted (9730-9749)	-	\$ -	\$ -	\$ -
Committed (9750-9769)	-	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	-	\$ -	\$ -	\$ -
Assigned (9770-9788)	19,789,807.02		\$ -	\$ 19,789,807
Unassigned (9789-9790)	9,901,519.03	\$ -	\$ -	\$ 9,901,519

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Restricted General Fund

Enter Bargaining Unit: **CSEA**

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 3/26/2020)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	5,780,523.00		\$ -	\$ 5,780,523
Remaining Revenues (8100-8799)	\$ 27,794,976		\$ -	\$ 27,794,976
TOTAL REVENUES	33,575,499.48		\$ -	\$ 33,575,499
EXPENDITURES				
Certificated Salaries (1000-1999)	11,946,158.65		\$ -	\$ 11,946,159
Classified Salaries (2000-2999)	7,218,993.24		\$ -	\$ 7,218,993
Employee Benefits (3000-3999)	\$ 12,946,677		\$ -	\$ 12,946,677
Books and Supplies (4000-4999)	3,662,624.38		\$ -	\$ 3,662,624
Services, Other Operating Expenses (5000-5999)	23,891,343.94		\$ -	\$ 23,891,344
Capital Outlay (6000-6599)	69,147.93		\$ -	\$ 69,148
Other Outgo (7100-7299) (7400-7499)	1,011,673.00		\$ -	\$ 1,011,673
Direct Support/Indirect Cost (7300-7399)	146,373.76		\$ -	\$ 146,374
Other Adjustments				
TOTAL EXPENDITURES	\$ 60,892,992		\$ -	\$ 60,892,992
OPERATING SURPLUS (DEFICIT)	\$ (27,317,492)		\$ -	\$ (27,317,492)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -		\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	33,959.00		\$ -	\$ 33,959
CONTRIBUTIONS (8980-8999)	24,983,024.16		\$ -	\$ 24,983,024
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (2,368,427)		\$ -	\$ (2,368,427)
BEGINNING BALANCE	\$11,316,877.74			\$ 11,316,878
Prior-Year Adjustments/Restatements (9793/9795)	\$0.00			\$ -
CURRENT-YEAR ENDING BALANCE	\$8,948,450.53		\$ -	\$ 8,948,451
COMPONENTS OF ENDING BALANCE:				
Nonspendable (9711-9719)	\$0.00		\$ -	\$ -
Restricted (9730-9749)	\$8,948,450.53		\$ -	\$ 8,948,451
Committed (9750-9769)	\$0.00		\$ -	\$ -
Stabilization Arrangements (9750)	\$0.00		\$ -	\$ -
Assigned (9770-9788)	\$0.00		\$ -	\$ -
Unassigned (9789-9790)	\$0.00		\$ -	\$ 0

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Combined General Fund

Enter Bargaining Unit: CSEA

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 3/26/2020)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 117,076,906	\$ -	\$ -	\$ 117,076,906
Remaining Revenues (8100-8799)	\$ 36,028,383	\$ -	\$ -	\$ 36,028,383
TOTAL REVENUES	\$ 153,105,289	\$ -	\$ -	\$ 153,105,289
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 65,273,533		\$ -	\$ 65,273,533
Classified Salaries (2000-2999)	\$ 16,923,400	\$ -	\$ -	\$ 16,923,400
Employee Benefits (3000-3999)	\$ 33,910,926	\$ -	\$ -	\$ 33,910,926
Books and Supplies (4000-4999)	\$ 7,632,366	\$ -	\$ -	\$ 7,632,366
Services, Other Operating Expenses (5000-5999)	\$ 33,269,449	\$ -	\$ -	\$ 33,269,449
Capital Outlay (6000-6599)	\$ 131,252	\$ -	\$ -	\$ 131,252
Other Outgo (7100-7299) (7400-7499)	\$ 1,011,673	\$ -	\$ -	\$ 1,011,673
Direct Support/Indirect Cost (7300-7399)	\$ (214,478)	\$ -	\$ -	\$ (214,478)
Other Adjustments				
TOTAL EXPENDITURES	\$ 157,938,122	\$ -	\$ -	\$ 157,938,122
OPERATING SURPLUS (DEFICIT)	\$ (4,832,832)	\$ -	\$ -	\$ (4,832,832)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 750,000	\$ -	\$ -	\$ 750,000
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 1,072,667	\$ -	\$ -	\$ 1,072,667
CONTRIBUTIONS (8980-8999)	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (5,155,499)	\$ *	\$ -	\$ (5,155,499)
BEGINNING BALANCE	\$ 43,875,563			\$ 43,875,563
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 38,720,065	\$ -	\$ -	\$ 38,720,065
COMPONENTS OF ENDING BALANCE:				
Nonspendable (9711-9719)	\$ 80,288	\$ -	\$ -	\$ 80,288
Restricted (9730-9749)	\$ 8,948,451	\$ -	\$ -	\$ 8,948,451
Committed (9750-9769)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ 19,789,807	\$ -	\$ -	\$ 19,789,807
Unassigned (9789-9790)	\$ 9,901,519	\$ -	\$ -	\$ 9,901,519

* 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: CSEA

	FY 19-20	FY 20-21	FY 21-22
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Revenue Limit Sources (8010-8099)	\$ 117,076,906	\$ 121,870,375	\$ 126,912,781
Remaining Revenues (8100-8799)	\$ 36,028,383	\$ 30,063,258	\$ 30,122,600
TOTAL REVENUES	\$ 153,105,289	\$ 151,933,633	\$ 157,035,381
EXPENDITURES			
Certificated Salaries (1000-1999)	\$ 65,273,533	\$ 66,696,631	\$ 67,499,398
Classified Salaries (2000-2999)	\$ 16,923,400	\$ 16,513,496	\$ 16,520,223
Employee Benefits (3000-3999)	\$ 33,910,926	\$ 35,532,730	\$ 35,951,725
Books and Supplies (4000-4999)	\$ 7,632,366	\$ 5,275,232	\$ 5,610,302
Services, Other Operating Expenses (5000-5999)	\$ 33,269,449	\$ 29,343,792	\$ 29,089,477
Capital Outlay (6000-6999)	\$ 131,252	\$ 10,000	\$ 10,000
Other Outgo (7100-7299) (7400-7499)	\$ 1,011,673	\$ 1,011,673	\$ 1,011,673
Direct Support/Indirect Cost (7300-7399)	\$ (214,478)	\$ (214,478)	\$ (214,478)
Other Adjustments			
TOTAL EXPENDITURES	\$ 157,938,122	\$ 154,169,076	\$ 155,478,320
OPERATING SURPLUS (DEFICIT)	\$ (4,832,832)	\$ (2,235,443)	\$ 1,557,061
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 750,000	\$ 750,000	\$ 750,000
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 1,072,667	\$ 1,072,667	\$ 1,072,667
CONTRIBUTIONS (8980-8999)	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (5,155,499)	\$ (2,558,110)	\$ 1,234,394
BEGINNING BALANCE	\$ 43,875,563	\$ 38,720,065	\$ 36,161,955
CURRENT-YEAR ENDING BALANCE	\$ 38,720,065	\$ 36,161,955	\$ 37,396,349
COMPONENTS OF ENDING BALANCE:			
Nonspendable (9711-9719)	\$ 80,288	\$ 80,288	\$ 80,288
Restricted (9730-9749)	\$ 8,948,451	\$ 9,576,120	\$ 10,661,813
Committed (9750-9769)	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ 19,789,807	\$ 16,520,225	\$ 14,897,237
Unassigned (9789-9790)	\$ 9,901,519	\$ 9,985,322	\$ 11,757,011

J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		FY 19-20	FY 20-21	FY 21-22
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 157,615,455	\$ 153,846,409	\$ 155,155,653
b.	State Standard Minimum Reserve Percentage for this District: (enter percentage) :	6.00%	6.00%	6.00%
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	\$ 9,456,927	\$ 9,230,785	\$ 9,309,339

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

a.	General Fund (Fund 01) Stabilization Arrangements, % Unassigned Fund Balance (includes Reserve for Economic Uncertainties)	\$ 9,901,519	\$ 9,985,322	\$ 11,757,011
b.	Special Reserve Fund (Fund 17) Unassigned Fund Balance	\$ 692,976	\$ 620,213	\$ 547,450
c.	Total Available Reserves	\$ 10,594,495	\$ 10,605,535	\$ 12,304,461
d.	Reserve for Economic Uncertainties Percentage	6.72%	6.89%	7.93%

3. Do unrestricted reserves meet the state minimum reserve amount?

FY 19-20

Yes

☒

No

☐

FY 20-21

Yes

☒

No

☐

FY 21-22

Yes

☒

No

☐

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 CSEA (Bargaining Unit), during the term of the agreement from July 1, 2020 to June 30, 2021.

District Superintendent
(Signature Over Printed Name)

Date

Chief Business Officer
(Signature Over Printed Name)

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.

District Superintendent
(Signature Over Printed Name)

Date

Contact Person

Phone

President or Clerk of the Governing Board
(Signature Over Printed Name)

Date