

**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: **Unrepresented Management , excludes Exec Mgmt**

Certificated, Classified, Other: **Certificated and 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: **9/24/2020**  
(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 20 - 21	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)	\$ 9,205,838	\$ 276,175	\$ 276,175	\$ 276,175
		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	\$ 2,067,743	\$ 62,032	\$ 63,045	\$ 69,196
		3.0000%	2.9601%	3.1556%
5 Health/Welfare Plans:	\$ -	\$ -	\$ -	\$ -
		%	%	%
Description of health & welfare plans:				
6 Total Compensation - Increase (Decrease) (Total Lines 1-5)	\$ 11,273,582	\$ 338,207	\$ 339,220	\$ 345,371
7 Total Number of Represented Employees (Use FTEs if appropriate)	58.00			
8 Total Compensation <u>Average</u> Cost per Employee	194,372.10	5,831.16	5,848.62	5,954.67
		3.00%	2.92%	2.89%

The adopted 2020-21 budget was inclusive of anticipated settlement amount of \$338,207

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 management salary schedule will be increased by 3% over the 2019-20 salary schedule effective 7/1/20.

Were any additional steps, columns, or ranges added to the schedules? (If yes, please explain.)

No

Does this bargaining unit have any recipients of life time benefits? If so, please indicate number of FTEs and health & welfare amounts.

No

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.

Describe any negotiated changes in non-compensation items (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

None

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.)

No

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

None

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.

**The adopted 2020-21 budget was inclusive of the anticipated settlement amount of \$338,207 for 2020-21. Deficit spending will increase by \$339,220 in 2021-22 and \$345,371 in 2022-23**

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

N/A

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.?)

**LCFF funding: District is a basic aid district and AV growth is projected at 4% for 2020-21. Measure V funds will not be supporting the unrepresented salary increases.**

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 funding: District is a basic aid district and AV growth is projected at 4% for 2020-21. Measure V funds will not be supporting the unrepresented salary increases.**

## H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

### Unrestricted General Fund

Enter Bargaining Unit: **Unrepresented**

	Column 1	Column 2	Column 3	Column 4
	Budget Before Settlement	Adjustments as a Result of Settlement	Other Revisions	Current Budget (20-21 Adopted Budget was inclusive of anticipated settlement)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ 114,721,179	\$ -	\$ -	\$ 114,721,179
Remaining Revenues (8100-8799)	\$ 7,118,071	\$ -	\$ -	\$ 7,118,071
<b>TOTAL REVENUES</b>	\$ 121,839,250	\$ -	\$ -	\$ 121,839,250
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 56,614,313	\$ 213,751	\$ -	\$ 56,828,064
Classified Salaries (2000-2999)	\$ 10,417,780	\$ 62,424	\$ -	\$ 10,480,204
Employee Benefits (3000-3999)	\$ 21,937,732	\$ 62,032	\$ -	\$ 21,999,764
Books and Supplies (4000-4999)	\$ 4,192,597	\$ -	\$ -	\$ 4,192,597
Services, Other Operating Expenses (5000-5999)	\$ 9,408,946	\$ -	\$ -	\$ 9,408,946
Capital Outlay (6000-6599)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ (364,218)	\$ -	\$ -	\$ (364,218)
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 102,207,150	\$ 338,207	\$ -	\$ 102,545,357
OPERATING SURPLUS (DEFICIT)	\$ 19,632,100	\$ (338,207)	\$ -	\$ 19,293,893
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 750,000	\$ -	\$ -	\$ 750,000
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 1,038,708	\$ -	\$ -	\$ 1,038,708
CONTRIBUTIONS (8980-8999)	\$ (25,931,525)	\$ -		\$ (25,931,525)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (6,588,133)	\$ (338,207)	\$ -	\$ (6,926,340)
<b>BEGINNING BALANCE</b>	\$ 30,502,514			\$ 30,502,514
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 23,914,381	\$ (338,207)	\$ -	\$ 23,576,174
<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)	\$ 14,011,766	\$ -	\$ -	\$ 14,011,766
Unassigned (9789-9790)	\$ 9,822,328	\$ (338,207)	\$ -	\$ 9,484,120

## H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

### Restricted General Fund

Enter Bargaining Unit: **Unrepresented**

	Column 1	Column 2	Column 3	Column 4
	Budget Before Settlement	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ 6,352,272	\$ -	\$ -	\$ 6,352,272
Remaining Revenues (8100-8799)	\$ 22,166,711	\$ -	\$ -	\$ 22,166,711
<b>TOTAL REVENUES</b>	\$ 28,518,983	\$ -	\$ -	\$ 28,518,983
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 14,112,139		\$ -	\$ 14,112,139
Classified Salaries (2000-2999)	\$ 7,141,383	\$ -	\$ -	\$ 7,141,383
Employee Benefits (3000-3999)	\$ 13,811,167		\$ -	\$ 13,811,167
Books and Supplies (4000-4999)	\$ 1,095,957	\$ -	\$ -	\$ 1,095,957
Services, Other Operating Expenses (5000-5999)	\$ 16,939,563	\$ -	\$ -	\$ 16,939,563
Capital Outlay (6000-6599)	\$ 10,000	\$ -	\$ -	\$ 10,000
Other Outgo (7100-7299) (7400-7499)	\$ 1,224,736	\$ -	\$ -	\$ 1,224,736
Direct Support/Indirect Cost (7300-7399)	\$ 115,700	\$ -	\$ -	\$ 115,700
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 54,450,645	\$ -	\$ -	\$ 54,450,645
OPERATING SURPLUS (DEFICIT)	\$ (25,931,662)	\$ -	\$ -	\$ (25,931,662)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 98,173	\$ -	\$ -	\$ 98,173
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 33,959	\$ -	\$ -	\$ 33,959
CONTRIBUTIONS (8980-8999)	\$ 25,931,525		\$ -	\$ 25,931,525
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 64,077	\$ -	\$ -	\$ 64,077
<b>BEGINNING BALANCE</b>	\$ 8,859,969			\$ 8,859,969
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 8,924,046	\$ -	\$ -	\$ 8,924,046
<b>COMPONENTS OF ENDING BALANCE:</b>				
Nonspendable (9711-9719)	\$ -	\$ -	\$ -	\$ -
Restricted (9730-9749)	\$ 8,924,046	\$ -	\$ -	\$ 8,924,046
Committed (9750-9769)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ -	\$ -	\$ -	\$ -
Unassigned (9789-9790)	\$ 0	\$ -	\$ -	\$ 0

**H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET****Combined General Fund**Enter Bargaining Unit: Unrepresented

	Column 1	Column 2	Column 3	Column 4
	Budget Before Settlement	Adjustments as a Result of Settlement	Other Revisions	Current Budget (20-21 Adopted Budget was inclusive of anticipated settlement)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ 121,073,451	\$ -	\$ -	\$ 121,073,451
Remaining Revenues (8100-8799)	\$ 29,284,782	\$ -	\$ -	\$ 29,284,782
<b>TOTAL REVENUES</b>	\$ 150,358,233	\$ -	\$ -	\$ 150,358,233
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 70,726,452	\$ 213,751	\$ -	\$ 70,940,203
Classified Salaries (2000-2999)	\$ 17,559,163	\$ 62,424	\$ -	\$ 17,621,587
Employee Benefits (3000-3999)	\$ 35,748,899	\$ 62,032	\$ -	\$ 35,810,931
Books and Supplies (4000-4999)	\$ 5,288,554	\$ -	\$ -	\$ 5,288,554
Services, Other Operating Expenses (5000-5999)	\$ 26,348,509	\$ -	\$ -	\$ 26,348,509
Capital Outlay (6000-6599)	\$ 10,000	\$ -	\$ -	\$ 10,000
Other Outgo (7100-7299) (7400-7499)	\$ 1,224,736	\$ -	\$ -	\$ 1,224,736
Direct Support/Indirect Cost (7300-7399)	\$ (248,518)	\$ -	\$ -	\$ (248,518)
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 156,657,795	\$ 338,207	\$ -	\$ 156,996,002
OPERATING SURPLUS (DEFICIT)	\$ (6,299,562)	\$ (338,207)	\$ -	\$ (6,637,769)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 848,173	\$ -	\$ -	\$ 848,173
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 1,072,667	\$ -	\$ -	\$ 1,072,667
CONTRIBUTIONS (8980-8999)	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (6,524,056)	\$ *	\$ -	\$ (6,862,263)
BEGINNING BALANCE	\$ 39,362,483			\$ 39,362,483
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 32,838,427	\$ (338,207)	\$ -	\$ 32,500,219
<b>COMPONENTS OF ENDING BALANCE:</b>				
Nonspendable (9711-9719)	\$ 80,288	\$ -	\$ -	\$ 80,288
Restricted (9730-9749)	\$ 8,924,046	\$ -	\$ -	\$ 8,924,046
Committed (9750-9769)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ 14,011,766	\$ -	\$ -	\$ 14,011,766
Unassigned (9789-9790)	\$ 9,822,328	\$ (338,207)	\$ -	\$ 9,484,120

\* 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: Unrepresented

	FY 20 -21	FY 21 -22	FY 22 -23
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
Revenue Limit Sources (8010-8099)	\$ 121,073,451	\$ 125,066,227	\$ 129,228,138
Remaining Revenues (8100-8799)	\$ 29,284,782	\$ 30,301,482	\$ 30,022,224
<b>TOTAL REVENUES</b>	\$ 150,358,233	\$ 154,617,708	\$ 159,250,363
<b>EXPENDITURES</b>			
Certificated Salaries (1000-1999)	\$ 70,940,203	\$ 72,053,167	\$ 73,288,780
Classified Salaries (2000-2999)	\$ 17,621,587	\$ 17,787,159	\$ 18,091,900
Employee Benefits (3000-3999)	\$ 35,810,931	\$ 36,217,231	\$ 38,685,994
Books and Supplies (4000-4999)	\$ 5,288,554	\$ 5,628,342	\$ 2,767,012
Services, Other Operating Expenses (5000-5999)	\$ 26,348,509	\$ 26,175,115	\$ 25,845,716
Capital Outlay (6000-6999)	\$ 10,000	\$ 10,000	\$ 10,000
Other Outgo (7100-7299) (7400-7499)	\$ 1,224,736	\$ 1,224,736	\$ 1,224,736
Direct Support/Indirect Cost (7300-7399)	\$ (248,518)	\$ (248,518)	\$ (248,518)
Other Adjustments			
<b>TOTAL EXPENDITURES</b>	\$ 156,996,002	\$ 158,847,231	\$ 159,665,620
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (6,637,769)	\$ (4,229,523)	\$ (415,257)
<b>TRANSFERS IN &amp; OTHER SOURCES (8910-8979)</b>	\$ 848,173	\$ 750,000	\$ 750,000
<b>TRANSFERS OUT &amp; OTHER USES (7610-7699)</b>	\$ 1,072,667	\$ 1,072,667	\$ 1,072,667
<b>CONTRIBUTIONS (8980-8999)</b>	\$ -	\$ -	\$ -
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (6,862,263)	\$ (4,552,190)	\$ (737,924)
<b>BEGINNING BALANCE</b>	\$ 39,362,483	\$ 32,500,219	\$ 27,948,029
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 32,500,219	\$ 27,948,029	\$ 27,210,105
<b>COMPONENTS OF ENDING BALANCE:</b>			
Nonspendable (9711-9719)	\$ 80,288	\$ 80,288	\$ 80,288
Restricted (9730-9749)	\$ 8,924,046	\$ 9,294,915	\$ 9,639,198
Committed (9750-9769)	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ 14,011,766	\$ 9,337,206	\$ 8,551,635
Unassigned (9789-9790)	\$ 9,484,120	\$ 9,235,621	\$ 8,938,984

**J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES**

## 1. State Reserve Standard

		FY 20 -21	FY 21 -22	FY 22 -23
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 156,771,508	\$ 158,524,564	\$ 159,342,953
b.	State Standard Minimum Reserve Percentage for this District: <b>(enter percentage ):</b>	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	\$ 9,406,290	\$ 9,511,474	\$ 9,560,577

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

a.	General Fund (Fund 01) Stabilization Arrangements, % Unassigned Fund Balance (includes Reserve for Economic Uncertainties)	\$ 9,484,120	\$ 9,235,621	\$ 8,938,984
b.	Special Reserve Fund (Fund 17) Unassigned Fund Balance	\$ -	\$ -	\$ -
c.	Total Available Reserves	\$ 9,484,120	\$ 9,235,621	\$ 8,938,984
d.	Reserve for Economic Uncertainties Percentage	6.05%	5.83%	5.61%

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

FY 20 -21

Yes

☒

No

FY 21 -22

Yes

☐

No

FY 22 -23

Yes

☐

No

<input checked="" type="checkbox"/>
<input checked="" type="checkbox"/>
<input checked="" type="checkbox"/>

## 4. If no, how do you plan to restore your reserves? Provide comments/explanations below:

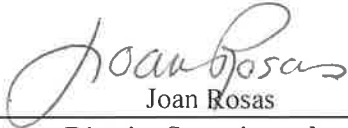
The state enacted budget does not contain the 7.92% deficit factor that was applied to LCFF revenue during adopted budget. The increase in LCFF revenue will be reflected during first interim. The District will meet the minimum reserve requirement in both 21-22 and 22-23.



# **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.)*

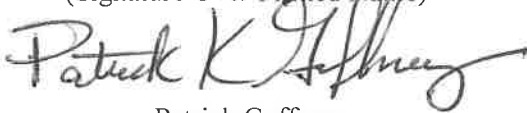
In accordance with the requirements of Government Code Section 3547.5, the Superintendent and the Chief Business Officer of San Mateo-Foster City School District (District), hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the Unrepresented (Bargaining Unit), during the term of the agreement from July 1, 2020 to June 30, 2021.

  
Joan Rosas

District Superintendent  
(Signature Over Printed Name)

9-22-20

Date



Patrick Gaffney

Chief Business Officer  
(Signature Over Printed Name)

9/22/20

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 Rosas

District Superintendent  
(Signature Over Printed Name)

Date

Patrick Gaffney

Contact Person

650-312-7269

Phone

Noelia Corzo

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

Date