

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

In preparation for reopener negotiations with SMETA for the 2021-2022 agreement, the following principles and goals will guide the District's negotiating team in the course of conducting negotiations:

- Enhance student achievement and ensure high quality outcomes for all students;
- Establish 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;
- Engage in a collaborative bargaining process; and
- Continue educational services and make decisions that put students first.

The District has the desire to engage in good faith, principled negotiations with SMETA to reach a consensus on all pending issues. To achieve that end, the parties will address the following challenges and goals:

- Reach a mutual understanding of the District's financial realities and needs;
- Discuss each parties' interests in and 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:

Article 5-Compensation & Benefits:

- The District has an interest in maintaining equitable and competitive total compensation, including salary and benefits, while preserving fiscal solvency and delivering high quality instructional programs.
- The District has an interest in creating incentives to recruit and retain teachers in hard to fill positions.