

**SAN MATEO-FOSTER CITY SCHOOL DISTRICT
AND
CSEA CHAPTER # 411**

**DISTRICT'S INITIAL PROPOSAL
SUCCESSOR AGREEMENT NEGOTIATIONS 2021-2024**

In preparation for successor contract negotiations with CSEA for 2021-2024, the District's negotiating team will be guided by the following principles and goals:

- Ensuring fiscal security both in the short and long term for the District;
- Improving student achievement and providing greater educational opportunities for all students;
- Fair and equitable salaries and benefits consistent with the District's budget and priorities;
- Collaborative bargaining process; and
- Maintenance of services to the community's students as they must come first.

The District desires to engage in good faith, principled negotiations with CSEA to reach a consensus resolution on all pending issues. To achieve that end, the parties will face the following challenges and goals:

- To reach a mutual understanding of the District's financial realities and needs;
- To develop options for meeting these needs which would change the parties' collective bargaining agreement and practices, either temporarily or permanently; and
- To employ efficient, constructive and collaborative negotiations to reach a consensus agreement that each party can live with now and in the near future.

With regarding to specific contractual reopeners, the District proposes to negotiate the following:

- Article 7-Vacations: The District has an interest in examining the vacation request process.
- Article 21 – Pay and Allowances: The District has an interest in examining the compensation package.
- Article 27-Layoff and Reemployment: The District has an interest in updating and clarifying language which relates to the layoff and bumping process.