

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: **SMETA**

Certificated, Classified, Other: **Certificated**

The proposed agreement covers the period beginning: **July 1, 2021** and ending: **June 30, 2022**
(date) (date)

The Governing Board will act upon this agreement at its meeting on: **August 12, 2021**
(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 2021 - 2022	Fiscal Impact of Proposed Agreement		
		Year 1 Increase/(Decrease) FY 2021 - 2022	Year 2 Increase/(Decrease) FY 2022-2023	Year 3 Increase/(Decrease) FY 2023-2024
1 Salary Schedule Increase (Decrease)	\$ 63,952,263	\$ 1,877,622		\$ -
		3.0000%		
2 Step and Column - Increase (Decrease) Due to movement plus any changes due to settlement		\$ 28,164	\$ -	\$ -
3 Other Compensation - Increase (Decrease) (Stipends, Bonuses, Longevity, overtime, etc.)	\$ -	\$ 975,750		\$ -
		%		
Description of other compensation:				
4 Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicate etc.	\$ 14,056,707	\$ 633,362	\$ -	\$ -
		4.5058%		
5 Health/Welfare Plans:	\$ -	\$ -	\$ -	\$ -
		%	%	%
Description of health & welfare plans:				
6 Total Compensation - Increase (Decrease) (Total Lines 1-5)	\$ 78,008,970	\$ 3,514,898		\$ -
7 Total Number of Represented Employees (Use FTEs if appropriate)	650.50	650.5		
8 Total Compensation Average Cost per Employee	119,922	5,403		\$
		4.51%		\$

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"?

The 3% raise takes effective on July 1, 2021. In addition, for 2021-22, unit members who are employed on August 12, 2021 will receive a onetime off salary schedule bonus of \$1,500, prorated for part-time unit members. Unit members hired after August 12, 2021 are not eligible for the bonus.

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

Step & Column is about 1.5% of the salary. With a 3% raise, the cost of step & column will be increased accordingly. It will be increased by 1.5% as well.

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.

NO

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

NA

Does the negotiated changes in non-compensation items impact the TK-3rd grade average class size requirements for Grade Span Adjustment (GSA)

Yes ☐ No ☒

If yes, please describe the affects and if there's an alternative agreement for the TK-3rd grade average class size in the contract.

- 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.)

No.

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

NA

- 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.

Yes. The deficit spending will be covered by the excess fund balance that the district has set aside to address the deficit spending situation.

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

NA

- G. Source of Funding for Proposed Agreement

1. Current Year

LCFF Sources (property tax.) & Other Local (parcel tax)

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years (i.e. LCFF, COLA, property taxes, staffing reductions, staffing ratio changes, one-time sources, etc.?)

It will be funded by the LCFF & parcel tax.

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 3% raise is an ongoing. It will be funded by LCFF & parcel tax revenues.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund

Enter Bargaining Unit: SMETA

	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 7/1/2021)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 122,672,648	\$ -	\$ -	\$ 122,672,648
Remaining Revenues (8100-8799)	\$ 7,189,803	\$ -	\$ -	\$ 7,189,803
TOTAL REVENUES	\$ 129,862,451	\$ -	\$ -	\$ 129,862,451
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 56,077,952	\$ 2,184,345	\$ -	\$ 58,262,297
Classified Salaries (2000-2999)	\$ 10,759,452	\$ -	\$ -	\$ 10,759,452
Employee Benefits (3000-3999)	\$ 23,704,128	\$ 480,150	\$ -	\$ 24,184,278
Books and Supplies (4000-4999)	\$ 3,110,866	\$ -	\$ -	\$ 3,110,866
Services, Other Operating Expenses (5000-5999)	\$ 8,134,945	\$ -	\$ -	\$ 8,134,945
Capital Outlay (6000-6599)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ (503,478)	\$ -	\$ -	\$ (503,478)
Other Adjustments				
TOTAL EXPENDITURES	\$ 101,283,865	\$ 2,664,495	\$ -	\$ 103,948,360
OPERATING SURPLUS (DEFICIT)	\$ 28,578,586	\$ (2,664,495)	\$ -	\$ 25,914,091
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 500,000	\$ -	\$ -	\$ 500,000
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 85,691	\$ -	\$ -	\$ 85,691
CONTRIBUTIONS (8980-8999)	\$ (30,017,586)	\$ (850,444)	\$ -	\$ (30,868,030)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (1,024,690)	\$ (3,514,939)	\$ -	\$ (4,539,629)
BEGINNING BALANCE	\$ 37,865,107			\$ 37,865,107
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 36,840,417	\$ (3,514,939)	\$ -	\$ 33,325,478
COMPONENTS OF ENDING BALANCE:				
Nonspendable (9711-9719)	\$ 35,000	\$ -	\$ -	\$ 35,000
Restricted (9730-9749)	\$ -	\$ -	\$ -	\$ -
Committed (9750-9769)	\$ 5,070,333	\$ 105,448	\$ -	\$ 5,175,781
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ 26,664,751	\$ -	\$ -	\$ 22,938,916
Unassigned (9789-9790)-Reserve	\$ 5,070,333	\$ 105,448	\$ -	\$ 5,175,781

balanced

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Restricted General Fund

Enter Bargaining Unit: SMETA

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 7/1/2021)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 6,480,927	\$ -	\$ -	\$ 6,480,927
Remaining Revenues (8100-8799)	\$ 28,985,250	\$ -	\$ -	\$ 28,985,250
TOTAL REVENUES	\$ 35,466,177	\$ -	\$ -	\$ 35,466,177
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 17,143,116	\$ 697,191	\$ -	\$ 17,840,307
Classified Salaries (2000-2999)	\$ 7,333,878	\$ -	\$ -	\$ 7,333,878
Employee Benefits (3000-3999)	\$ 17,412,455	\$ 153,253	\$ -	\$ 17,565,708
Books and Supplies (4000-4999)	\$ 2,780,497	\$ -	\$ -	\$ 2,780,497
Services, Other Operating Expenses (5000-5999)	\$ 20,250,292	\$ -	\$ -	\$ 20,250,292
Capital Outlay (6000-6599)	\$ 216,328	\$ -	\$ -	\$ 216,328
Other Outgo (7100-7299) (7400-7499)	\$ 1,224,736	\$ -	\$ -	\$ 1,224,736
Direct Support/Indirect Cost (7300-7399)	\$ 246,273	\$ -	\$ -	\$ 246,273
Other Adjustments				
TOTAL EXPENDITURES	\$ 66,607,575	\$ 850,444	\$ -	\$ 67,458,019
OPERATING SURPLUS (DEFICIT)	\$ (31,141,399)	\$ (850,444)	\$ -	\$ (31,991,843)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 145,951	\$ -	\$ -	\$ 145,951
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 1,033,959	\$ -	\$ -	\$ 1,033,959
CONTRIBUTIONS (8980-8999)	\$ 30,017,586	\$ 850,444	\$ -	\$ 30,868,030
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (2,011,821)	\$ -	\$ -	\$ (2,011,821)
BEGINNING BALANCE	\$ 22,336,465			\$ 22,336,465
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 20,324,644	\$ -	\$ -	\$ 20,324,644
COMPONENTS OF ENDING BALANCE:				
Nonspendable (9711-9719)	\$ -	\$ -	\$ -	\$ -
Restricted (9730-9749)	\$ 20,324,644	\$ -	\$ -	\$ 20,324,644
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: SMETA

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 7/1/2021)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 129,153,575	\$ -	\$ -	\$ 129,153,575
Remaining Revenues (8100-8799)	\$ 36,175,053	\$ -	\$ -	\$ 36,175,053
TOTAL REVENUES	\$ 165,328,628	\$ -	\$ -	\$ 165,328,628
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 73,221,068	\$ 2,881,536	\$ -	\$ 76,102,604
Classified Salaries (2000-2999)	\$ 18,093,330	\$ -	\$ -	\$ 18,093,330
Employee Benefits (3000-3999)	\$ 41,116,583	\$ 633,403	\$ -	\$ 41,749,986
Books and Supplies (4000-4999)	\$ 5,891,363	\$ -	\$ -	\$ 5,891,363
Services, Other Operating Expenses (5000-5999)	\$ 28,385,237	\$ -	\$ -	\$ 28,385,237
Capital Outlay (6000-6599)	\$ 216,328	\$ -	\$ -	\$ 216,328
Other Outgo (7100-7299) (7400-7499)	\$ 1,224,736	\$ -	\$ -	\$ 1,224,736
Direct Support/Indirect Cost (7300-7399)	\$ (257,205)	\$ -	\$ -	\$ (257,205)
Other Adjustments				
TOTAL EXPENDITURES	\$ 167,891,440	\$ 3,514,939	\$ -	\$ 171,406,379
OPERATING SURPLUS (DEFICIT)	\$ (2,562,812)	\$ (3,514,939)	\$ -	\$ (6,077,751)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 645,951	\$ -	\$ -	\$ 645,951
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 1,119,650	\$ -	\$ -	\$ 1,119,650
CONTRIBUTIONS (8980-8999)	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (3,036,511)	\$ *	\$ -	\$ (6,551,450)
BEGINNING BALANCE	\$ 60,201,573			\$ 60,201,573
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 57,165,062	\$ (3,514,939)	\$ -	\$ 53,650,123
COMPONENTS OF ENDING BALANCE:				
Nonspendable (9711-9719)	\$ 35,000	\$ -	\$ -	\$ 35,000
Restricted (9730-9749)	\$ 20,324,644	\$ -	\$ -	\$ 20,324,644
Committed (9750-9769)	\$ 5,070,333	\$ 105,448	\$ -	\$ 5,175,781
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ 26,664,751	\$ -	\$ -	\$ 22,938,916
Unassigned (9789-9790)-reserve	\$ 5,070,333	\$ 105,448	\$ -	\$ 5,175,782

* 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: _SMETA

	FY 2021 - 2022	FY 2022 - 2023	FY 2023 - 2024
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Revenue Limit Sources (8010-8099)	\$ 129,153,575	\$ 132,433,741	\$ 135,913,671
Remaining Revenues (8100-8799)	\$ 36,175,053	\$ 30,979,171	\$ 31,043,700
TOTAL REVENUES	\$ 165,328,628	\$ 163,412,912	\$ 166,957,371
EXPENDITURES			
Certificated Salaries (1000-1999)	\$ 76,102,604	\$ 74,334,756	\$ 75,449,778
Classified Salaries (2000-2999)	\$ 18,093,330	\$ 17,977,730	\$ 18,247,395
Employee Benefits (3000-3999)	\$ 41,749,986	\$ 43,137,826	\$ 44,479,905
Books and Supplies (4000-4999)	\$ 5,891,363	\$ 6,032,756	\$ 9,668,274
Services, Other Operating Expenses (5000-5999)	\$ 28,385,237	\$ 29,559,179	\$ 33,667,503
Capital Outlay (6000-6999)	\$ 216,328	\$ 216,328	\$ 216,328
Other Outgo (7100-7299) (7400-7499)	\$ 1,224,736	\$ 1,224,736	\$ 1,224,736
Direct Support/Indirect Cost (7300-7399)	\$ (257,205)	\$ (257,205)	\$ (257,205)
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 171,406,379	\$ 172,226,106	\$ 182,696,714
OPERATING SURPLUS (DEFICIT)	\$ (6,077,751)	\$ (8,813,194)	\$ (15,739,343)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 645,951	\$ 895,951	\$ 895,951
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 1,119,650	\$ 1,119,650	\$ 1,119,650
CONTRIBUTIONS (8980-8999)	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (6,551,450)	\$ (9,036,893)	\$ (15,963,042)
BEGINNING BALANCE	\$ 60,201,573	\$ 53,650,123	\$ 44,613,230
CURRENT-YEAR ENDING BALANCE	\$ 53,650,123	\$ 44,613,230	\$ 28,650,188
COMPONENTS OF ENDING BALANCE:			
Nonspendable (9711-9719)	\$ 35,000	\$ 35,000	\$ 35,000
Restricted (9730-9749)	\$ 20,324,644	\$ 15,071,714	\$ 8,812,992
Committed (9750-9769)	\$ 5,175,781	\$ 5,200,373	\$ 5,514,491
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ 22,938,916	\$ 19,105,770	\$ 8,773,214
Unassigned (9789-9790)-Reserve	\$ 5,175,782	\$ 5,200,373	\$ 5,514,491

J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		FY 2021 - 2022	FY 2022 - 2023	FY 2023 - 2024
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 172,526,029	\$ 173,345,756	\$ 183,816,364
b.	State Standard Minimum Reserve Percentage for this District: (enter percentage) :	3.00%	3.00%	3.00%
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	\$ 5,175,781	\$ 5,200,373	\$ 5,514,491

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

a.	General Fund (Fund 01) Stabilization Arrangements, % Unassigned Fund Balance (includes Reserve for Economic Uncertainties)	\$ 5,175,782	\$ 5,200,373	\$ 5,514,491
b.	Special Reserve Fund (Fund 17) Unassigned Fund Balance	\$ 889,727	\$ 889,727	\$ 889,727
c.	Total Available Reserves	\$ 6,065,509	\$ 6,090,100	\$ 6,404,218
d.	Reserve for Economic Uncertainties Percentage	3.52%	3.51%	3.48%

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

FY 2021 - 2022

Yes

☒

No

☐

FY 2022 - 2023

Yes

☒

No

☐

FY 2023 - 2024

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 SMETA (Bargaining Unit), during the term of the agreement from July 1, 2021 to June 30, 2022.

Mr. Diego Ochoa

District Superintendent
(Signature Over Printed Name)

August 12, 2021

Date

Mr. Patrick Gaffney

Chief Business Officer
(Signature Over Printed Name)

August 12, 2021

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.

Mr. Diego Ochoa

District Superintendent
(Signature Over Printed Name)

August 12, 2021

Date

Patrick Gaffney, CBO

Contact Person

650-312-7700

Phone

Mr. Kenneth Chin

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

August 12, 2021

Date