

# **Tentative Agreement**

June 16, 2021

The San Mateo-Foster City School District (SMFCSD) and San Mateo Elementary Teachers Association (SMETA), collectively the Parties, have completed their 2021-2022 reopener negotiations.

The Parties have tentatively agreed upon the following changes to Article 5 Compensation, to become effective upon ratification by the Governing Board of the SMFCSD and the SMETA membership:

## **5.1 Compensation**

For 2018-2019 the regular certificated salary schedule (Appendix A) the school psychologist salary schedule (Appendix B) and the intern schedule (Appendix C) will be increased an additional 3% over the 2017-2018 salary schedules effective July 1, 2018.

For 2019-2020, the 2018-19 salary schedule shall be increased by 2.5% funded from Measure V parcel tax revenue effective July 1, 2019. In the event Measure V, the parcel tax, is not approved by the voters in the November 2018 general election and certified pursuant to the official Certificate of Election Results, the 2.5% salary schedule increase will not go into effect. This agreement closes salary negotiations for 2019-20.

For 2020-2021 the regular certificated salary schedule (Appendix A) the school psychologist salary schedule (Appendix B) and the intern schedule (Appendix C) will be increased an additional 3% over the 2019-2020 salary schedules effective July 1, 2020.

For 2021-2022 regular certificated salary schedule (Appendix A) the school psychologist salary schedule (Appendix B) and the intern schedule (Appendix C) will be increased an additional 3% over the 2020-2021 salary schedules effective July 1, 2021.

In addition, for 2021-2022, unit members who are employed on August 12, 2021 will receive a one time off salary schedule bonus of \$1500, prorated for part-time unit members. Unit members hired after August 12, 2021 are not eligible for the bonus.

5.1.1 As of the 2001-02 school year, employees in Column I are not required to obtain 30 units beyond a BA degree to qualify for Step increases.

5.1.1.1 Unit members placed on the BA+30 or less column who have less than 30 semester units beyond the BA degree shall remain at their current step placement until 30 or more semester units beyond the BA degree have been earned.

5.1.1.2. Once the unit member has earned 30 or more units beyond the BA degree, the unit member shall be advanced the number of steps necessary to equal the number of years of experience as provided in Article 5.7.

#### 5.12. Specialist Salary

5.12.1 Positions will include but may not be limited to: Program Specialist and Speech and Language Specialist.

5.12.2 Work Day. All positions indicated in 5.12.1 will have a work day of 7-3/4 hours (30 minutes longer than the teacher's work day of 7-1/4 hours). This includes days worked beyond the teacher's work year. Lunch time, travel time and other duties are included as part of the 7-3/4 hour day.

5.12.3 Work Year. The District may contract with the Specialists indicated above for an extended work year, at the rate, as defined below. Such provision must be included in the individual contract of employment.

5.12.4 Salary. All Specialists shall receive a teacher's salary, as defined by Step and Class placement on the teacher's salary schedule, plus an additional time differential

of 7% of salary or \$1500, whichever is higher. Advanced degree differential(s) will be added after the additional time differential. The rate for each block of five full days beyond the normal teacher work year of 186 days will be 4% of Step 12, Class IV, on the salary schedule. The daily salary for days less than a block of five days beyond 186 days will be computed at a per diem rate. The per diem rate will be computed as follows: Annual salary on Step and Class placement on the salary schedule, plus 7% of salary or \$1500, whichever is higher, plus advanced degree(s) credit, divided by 186 days.

5.17 Stipends

RSP/SDC: \$2,500

National Board Certification \$1000

ASHA Certification (Speech/Language pathologist) \$2500

BCLAD Certified Bilingual Teachers \$1000

BCLAD Certified Teachers assigned to Immersion Schools/Programs \$2,500

Title 1 School \$1000

Montessori Certified Teachers assigned to Montessori Schools/Programs \$ 2500

5.17.1 Effective July 1, 2017, overnight at \$250 per night

For SMFCSD



Date:

6/17/21

For SMETA



Date:

6/17/21