

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: CSEA

Certificated, Classified, Other: CLASSIFIED

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: September 23, 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) | \$ 16,402,385 | \$ 681,689 | | \$ - |
| | | 3.0000% | | |
| 2 Step and Column - Increase (Decrease) Due to movement plus any changes due to settlement | | \$ 10,225 | \$ - | \$ - |
| | | | | |
| 3 Other Compensation - Increase (Decrease) (Stipends, Bonuses, Longevity, overtime, etc.) | \$ - | \$ 408,000 | | \$ - |
| | | % | | |
| Description of other compensation: | | | | |
| 4 Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicate etc. | \$ 5,604,695 | \$ 375,856 | \$ - | \$ - |
| | | 6.7061% | | |
| 5 Health/Welfare Plans: District contribution increase to H&W | \$ - | \$ 122,400 | \$ - | \$ - |
| | | % | 0.0000% | 0.0000% |
| Description of health & welfare plans: | | | | |
| 6 Total Compensation - Increase (Decrease) (Total Lines 1-5) | \$ 22,007,080 | \$ 1,598,170 | | \$ - |
| 7 Total Number of Represented Employees (Use FTEs if appropriate) | 272.00 | 272 | | |
| 8 Total Compensation Average Cost per Employee | 80,908 | 5,876 | | \$ |
| | | 7.26% | | \$ |

- 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. 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.

The District contribution to health/medical benefits for full time regular employee is now a \$875 cap (or \$10,500 per year) for 2021 and \$925 cap (or \$11,100 per year) for 2022. Unit members working between 20 to 30 hours are prorated.

- 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.

Reopeners for 2022-23 & 2023-24 school year shall be salary and benefits.

- 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 & other local/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 & other local/parcel tax revenues.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund

Enter Bargaining Unit: CSEA-Classified School Employee Association

| | 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 represent SMETA/Mngt/Conf increases approved | 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 | | \$ 2,467,511 | \$ 58,545,463 |
| Classified Salaries (2000-2999) | \$ 10,759,452 | \$ 637,823 | \$ 85,592 | \$ 11,482,867 |
| Employee Benefits (3000-3999) | \$ 23,704,128 | \$ 288,931 | \$ 566,335 | \$ 24,559,394 |
| 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 | \$ 926,754 | \$ 3,119,438 | \$ 105,330,057 |
| OPERATING SURPLUS (DEFICIT) | \$ 28,578,586 | \$ (926,754) | \$ (3,119,438) | \$ 24,532,394 |
| 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) | \$ (671,416) | \$ (930,037) | \$ (31,619,039) |
| CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE | \$ (1,024,690) | \$ (1,598,170) | \$ (4,049,475) | \$ (6,672,335) |
| BEGINNING BALANCE | \$ 37,865,107 | | | \$ 37,865,107 |
| Prior-Year Adjustments/Restatements (9793/9795) | \$ - | | | \$ - |
| CURRENT-YEAR ENDING BALANCE | \$ 36,840,417 | \$ (1,598,170) | \$ (4,049,475) | \$ 31,192,772 |
| COMPONENTS OF ENDING BALANCE: | | | | |
| Nonspendable (9711-9719) | \$ 35,000 | \$ - | \$ - | \$ 35,000 |
| Restricted (9730-9749) | \$ - | \$ - | \$ - | \$ - |
| Committed (9750-9769) | \$ 5,070,333 | \$ 47,945 | \$ 122,267 | \$ 5,240,545 |
| Stabilization Arrangements (9750) | \$ - | \$ - | \$ - | \$ - |
| Assigned (9770-9788) | \$ 26,664,751 | \$ - | \$ - | \$ 26,664,751 |
| Unassigned (9789-9790)-Reserve | \$ 5,070,333 | \$ 47,945 | \$ 122,267 | \$ 5,240,545 |

balanced

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING B

Restricted General Fund

Enter Bargaining Unit: CSEA-Classified School Employee Association

| | Column 1 | Column 2 | Column 3 | Column 4 |
|---|--|---------------------------------------|---|--------------------------------------|
| | Latest Board-Approved Budget Before Settlement | Adjustments as a Result of Settlement | Other Revisions represent SMETA/Mngt/Conf increases | 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 | \$ - | \$ 730,568 | \$ 17,873,684 |
| Classified Salaries (2000-2999) | \$ 7,333,878 | \$ 462,091 | \$ 30,381 | \$ 7,826,350 |
| Employee Benefits (3000-3999) | \$ 17,412,455 | \$ 209,325 | \$ 169,088 | \$ 17,790,868 |
| 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 | \$ 671,416 | \$ 930,037 | \$ 68,209,028 |
| OPERATING SURPLUS (DEFICIT) | \$ (31,141,399) | \$ (671,416) | \$ (930,037) | \$ (32,742,852) |
| 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 | \$ 671,416 | \$ 930,037 | \$ 31,619,039 |
| 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 (9702-9705) | \$ - | | | \$ - |
| 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: CSEA-Classified School Employee Association

| | 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 represent SMETA/Mngt/Conf increases | 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 | \$ - | \$ 3,198,079 | \$ 76,419,147 |
| Classified Salaries (2000-2999) | \$ 18,093,330 | \$ 1,099,914 | \$ 115,973 | \$ 19,309,217 |
| Employee Benefits (3000-3999) | \$ 41,116,583 | \$ 498,256 | \$ 735,423 | \$ 42,350,262 |
| 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 | \$ 1,598,170 | \$ 4,049,475 | \$ 173,539,085 |
| OPERATING SURPLUS (DEFICIT) | \$ (2,562,812) | \$ (1,598,170) | \$ (4,049,475) | \$ (8,210,457) |
| 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) | \$ * | \$ (4,049,475) | \$ (8,684,156) |
| | | | | |
| BEGINNING BALANCE | \$ 60,201,573 | | | \$ 60,201,573 |
| Prior-Year Adjustments/Restatements (9793/9795) | \$ - | | | \$ - |
| CURRENT-YEAR ENDING BALANCE | \$ 57,165,062 | \$ (1,598,170) | \$ (4,049,475) | \$ 51,517,417 |
| 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 | \$ 47,945 | \$ 122,267 | \$ 5,240,545 |
| Stabilization Arrangements (9750) | \$ - | \$ - | \$ - | \$ - |
| Assigned (9770-9788) | \$ 26,664,751 | \$ - | \$ - | \$ 26,664,751 |
| Unassigned (9789-9790)-reserve | \$ 5,070,333 | \$ 47,945 | \$ 122,267 | \$ 5,240,546 |

* 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: CSEA-Classified School Employee Association

| | 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) | \$ 76,419,147 | \$ 74,595,147 | \$ 75,714,076 |
| Classified Salaries (2000-2999) | \$ 19,309,217 | \$ 18,774,897 | \$ 19,056,520 |
| Employee Benefits (3000-3999) | \$ 42,350,262 | \$ 43,461,585 | \$ 44,808,520 |
| 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 | \$ 173,539,085 | \$ 173,607,423 | \$ 184,098,752 |
| OPERATING SURPLUS (DEFICIT) | \$ (8,210,457) | \$ (10,194,511) | \$ (17,141,381) |
| 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 | \$ (8,684,156) | \$ (10,418,210) | \$ (17,365,080) |
| BEGINNING BALANCE | \$ 60,201,573 | \$ 51,517,417 | \$ 41,099,207 |
| CURRENT-YEAR ENDING BALANCE | \$ 51,517,417 | \$ 41,099,207 | \$ 23,734,127 |
| 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) | \$ 5,240,545 | \$ 5,241,812 | \$ 5,556,552 |
| Stabilization Arrangements (9750) | \$ - | \$ - | \$ - |
| Assigned (9770-9788) | \$ 20,676,682 | \$ 15,550,307 | \$ 3,773,030 |
| Unassigned (9789-9790)-Reserve | \$ 5,240,546 | \$ 5,241,812 | \$ 5,556,552 |

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) | \$ 174,658,735 | \$ 174,727,073 | \$ 185,218,402 |
| 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 | \$ 5,239,762 | \$ 5,241,812 | \$ 5,556,552 |

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

| | | | | |
|----|--|--------------|--------------|--------------|
| a. | General Fund (Fund 01) Stabilization Arrangements, % Unassigned Fund Balance (includes Reserve for Economic Uncertainties) | \$ 5,240,546 | \$ 5,241,812 | \$ 5,556,552 |
| b. | Special Reserve Fund (Fund 17) Unassigned Fund Balance | \$ 889,727 | \$ 889,727 | \$ 889,727 |
| c. | Total Available Reserves | \$ 6,130,273 | \$ 6,131,539 | \$ 6,446,279 |
| d. | Reserve for Economic Uncertainties Percentage | 3.51% | 3.51% | 3.48% |

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

FY 2021 - 2022

Yes

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

No

| |
|--------------------------|
| <input type="checkbox"/> |
| <input type="checkbox"/> |
| <input type="checkbox"/> |

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.)

**and the
Chief Business Officer of San Mateo-Foster City School District (District),
Agreement
between the District and the Confidential and SMEAA (Unrepresented Unit),
during the term of the agreement from July 1, 2021 to June 30, 2022.**

Mr. Diego Ochoa

District Superintendent
(Signature Over Printed Name)

September 23, 2021

Date

Mr. Patrick Gaffney

Chief Business Officer
(Signature Over Printed Name)

September 23, 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)

September 23, 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)

September 23, 2021

Date