

To: Sue Wieser, Assistant Superintendent for Human Resources

From: Lisa Fahey, Negotiations Chair, San Mateo Elementary Teachers Association

Date: January 15, 2022

Re: San Mateo Elementary Teachers Association (SMETA) Sunshine Statement

In accordance with Government Code section 3547, SMETA has prepared the attached Sunshine Statement for a successor agreement. We are prepared to meet our obligation under the law by presenting this document at the January 27, 2022 Board of Trustees Meeting. The Association looks forward to beginning formal negotiations with the District. Attached are conceptual proposals for the following Articles:

- Article 4 Association Rights
- Article 5 Compensation and Benefits
- Article 6 Hours
- Article 7 Assignment, Transfer, & Filling of Vacancies
- Article 8 Class Size
- Article 10 Leave Provisions
- Article 12 Safety Conditions of Employment
- Article 19 Terms

Please contact the Association with the date the District anticipates it will present its Sunshine Statement for Contract Reopeners.

Questions regarding this document may be referred to Lisa Fahey, SMETA Negotiations' chair at 650-638-9690.

**San Mateo Elementary Teachers Association
Sunshine Statement to
San Mateo Foster City Elementary School District
Successor Agreement 2022-2025**

This statement contains conceptual proposals and has been prepared under the provisions of state law and regulations that require such disclosure. This order of presentation is not intended to reflect any sense of priority. The Association reserves the right to amend, modify or eliminate proposals during the course of negotiations.

Article 4 Association Rights

- Approval of employee agreements before implementation
- Review job description and compensation
- Create language to provide collaboration between SMETA and the District on Professional Development

Article 5 Compensation and Benefits

- Compensation: Across the board salary schedule increases to all schedules and stipends
- Add a longevity stipend
- Hourly rate increase
- Create TK language in accordance with state law
- Develop language for Middle School Teacher-in-Charge
- Add language for middle school substitute pay
- Increase payment for Extended Service
- Provide compensation for state mandated training
- Update contract to reflect the Tentative Agreement of 6/16/2021
- Add a stipend for Middle School Athletic Coaches
- Adjust compensation for job share teachers who cover for their partner teacher

Article 6 Hours

- Address any changes to working conditions caused by a change to a Middle School Block Schedule
- Compensation for supervision requirements during lunch times (ex: Rainy Day supervision)
- Define supervision time expectations
- Define adjunct duty
- Clarify wording about nighttime meetings
- Compensation for IEP/504 meetings held during prep/duty free time

Article 7 Assignment, Transfers, and filling of Vacancies

- Add a compensation option for reassignments given after June 1 but before the first day of school

Article 8 Class Size

- Reduce District student to teacher ratio at all grade levels to support lower class sizes at all levels
- Amend the class maximum compensation option for middle schools to align with the current AB86 MOU
- Develop language to reduce student to counselor ratio at all levels to support students and proactively provide mental health, wellness and early intervention
- In order to support the needs of students, reduce student to psychologist ratio
- Add Transitional Kindergarten class size language in accordance with state law
- Add language regarding the transition meetings of preschool SDC students into kindergarten
- Delete obsolete Measure B language

Article 10 Leave Provisions

- Provide additional entitlements for paid pregnancy disability leave
- Add Pandemic sick leave benefits

Article 12 Safety Conditions of Employment

- Provide safe conditions for employment including during times of power outage

Article 19 Term

- Update Term to reflect successor agreement for 2022-25
- Establish conditions for reopeners for 2023-24
- Establish conditions for reopeners for 2024-25

Other

- Delete obsolete language throughout the CBA