

**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: Confidential and Management SMEAA (Unrepresented)  
Certificated, Classified, Other: Certificated and Classified

The proposed agreement covers the period beginning: July 1, 2022 and ending: June 30, 2024  
(date) (date)

The Governing Board will act upon this agreement at its meeting on: May 26, 2022  
(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)	\$ 10,032,561		300,977	\$ 310,006
			3.0000%	3.0000%
2 Step and Column - Increase (Decrease) Due to movement plus any changes due to settlement			\$ 4,515	\$ 4,650
3 Other Compensation - Increase (Decrease) (Stipends, Bonuses, Longevity, overtime, etc.)	\$ -			\$ -
		%		
Description of other compensation:				
4 Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicate etc.	\$ 2,343,606	\$ -	\$ 78,023	\$ 80,363
		0.0000%	3.3292%	3.4290%
5 Health/Welfare Plans:	\$ -	\$ -	\$ -	\$ -
		%	%	%
Description of health & welfare plans:				
6 Total Compensation - Increase (Decrease) (Total Lines 1-5)	\$ 12,376,167	\$ -	\$ 383,514	\$ 395,019
7 Total Number of Represented Employees (Use FTEs if appropriate)	55.00	55	55	55
8 Total Compensation Average Cost per Employee	225,021	-	6,973	7,182
		0.00%	3.10%	\$

- 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% raises take effective on July 1, 2022, and July 1, 2023.

- 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.)**

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**

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% raises are ongoing. They will be funded by LCFF.**

**H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

**Unrestricted General Fund**

Enter Bargaining Unit: SMETA

	<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>	<b>Column 4</b>
	Latest Board-Approved Budget Before Settlement (As of 3/24/2022)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ 121,902,797	\$ -	\$ -	\$ 121,902,797
Remaining Revenues (8100-8799)	\$ 8,626,358	\$ -	\$ -	\$ 8,626,358
<b>TOTAL REVENUES</b>	\$ 130,529,155	\$ -	\$ -	\$ 130,529,155
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 56,148,336		\$ -	\$ 56,148,336
Classified Salaries (2000-2999)	\$ 10,568,845	\$ -	\$ -	\$ 10,568,845
Employee Benefits (3000-3999)	\$ 22,488,990		\$ -	\$ 22,488,990
Books and Supplies (4000-4999)	\$ 3,694,744	\$ -	\$ -	\$ 3,694,744
Services, Other Operating Expenses (5000-5999)	\$ 10,167,170	\$ -	\$ -	\$ 10,167,170
Capital Outlay (6000-6599)	\$ 19,947	\$ -	\$ -	\$ 19,947
Other Outgo (7100-7299) (7400-7499)	\$ (801,284)	\$ -	\$ -	\$ (801,284)
Direct Support/Indirect Cost (7300-7399)		\$ -	\$ -	\$ -
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 102,286,748	\$ -	\$ -	\$ 102,286,748
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ 28,242,407	\$ -	\$ -	\$ 28,242,407
TRANSFERS IN & OTHER SOURCES (8910-8979)		\$ -	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 85,691	\$ -	\$ -	\$ 85,691
CONTRIBUTIONS (8980-8999)	\$ (27,775,883)		\$ -	\$ (27,775,883)
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ 380,833	\$ -	\$ -	\$ 380,833
<b>BEGINNING BALANCE</b>	\$ 37,778,529			\$ 37,778,529
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 38,159,362	\$ -	\$ -	\$ 38,159,362
<b>COMPONENTS OF ENDING BALANCE:</b>				
Nonspendable (9711-9719)	\$ 35,000	\$ -	\$ -	\$ 35,000
Restricted (9730-9749)	\$ -	\$ -	\$ -	\$ -
Committed (9750-9769)	\$ 5,265,328		\$ -	\$ 5,265,328
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ 27,593,705	\$ -	\$ -	\$ 27,683,253
Unassigned (9789-9790)-Reserve	\$ 5,265,328	\$ -	\$ -	\$ 5,265,328

balanced

**H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET****Restricted General Fund**Enter Bargaining Unit: \_SMETA

	<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>	<b>Column 4</b>
	Latest Board- Approved Budget Before Settlement (As of 3/24/2022)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ 7,609,430	\$ -	\$ -	\$ 7,609,430
Remaining Revenues (8100-8799)	\$ 38,323,908	\$ -	\$ -	\$ 38,323,908
<b>TOTAL REVENUES</b>	\$ 45,933,338	\$ -	\$ -	\$ 45,933,338
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 17,180,348		\$ -	\$ 17,180,348
Classified Salaries (2000-2999)	\$ 8,800,212	\$ -	\$ -	\$ 8,800,212
Employee Benefits (3000-3999)	\$ 16,470,629		\$ -	\$ 16,470,629
Books and Supplies (4000-4999)	\$ 5,990,534	\$ -	\$ -	\$ 5,990,534
Services, Other Operating Expenses (5000-5999)	\$ 22,904,340	\$ -	\$ -	\$ 22,904,340
Capital Outlay (6000-6599)	\$ 55,226	\$ -	\$ -	\$ 55,226
Other Outgo (7100-7299) (7400-7499)	\$ 1,224,736	\$ -	\$ -	\$ 1,224,736
Direct Support/Indirect Cost (7300-7399)	\$ 478,505	\$ -	\$ -	\$ 478,505
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 73,104,530	\$ -	\$ -	\$ 73,104,530
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (27,171,192)	\$ -	\$ -	\$ (27,171,192)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 187,042	\$ -	\$ -	\$ 187,042
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 33,959	\$ -	\$ -	\$ 33,959
CONTRIBUTIONS (8980-8999)	\$ 27,775,883		\$ -	\$ 27,775,883
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ 757,774	\$ -	\$ -	\$ 757,774
<b>BEGINNING BALANCE</b>	\$ 22,455,457			\$ 22,455,457
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 23,213,231	\$ -	\$ -	\$ 23,213,231
<b>COMPONENTS OF ENDING BALANCE:</b>				
Nonspendable (9711-9719)	\$ -	\$ -	\$ -	\$ -
Restricted (9730-9749)	\$ 23,213,228	\$ -	\$ -	\$ 23,213,228
Committed (9750-9769)	\$ 3	\$ -	\$ -	\$ 3
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ -	\$ -	\$ -	\$ -
Unassigned (9789-9790)	\$ -	\$ -	\$ -	\$ -

**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 3/24/2022)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ 129,512,227	\$ -	\$ -	\$ 129,512,227
Remaining Revenues (8100-8799)	\$ 46,950,266	\$ -	\$ -	\$ 46,950,266
<b>TOTAL REVENUES</b>	\$ 176,462,493	\$ -	\$ -	\$ 176,462,493
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 73,328,684	\$ -	\$ -	\$ 73,328,684
Classified Salaries (2000-2999)	\$ 19,369,057	\$ -	\$ -	\$ 19,369,057
Employee Benefits (3000-3999)	\$ 38,959,619	\$ -	\$ -	\$ 38,959,619
Books and Supplies (4000-4999)	\$ 9,685,278	\$ -	\$ -	\$ 9,685,278
Services, Other Operating Expenses (5000-5999)	\$ 33,071,510	\$ -	\$ -	\$ 33,071,510
Capital Outlay (6000-6599)	\$ 75,173	\$ -	\$ -	\$ 75,173
Other Outgo (7100-7299) (7400-7499)	\$ 423,452	\$ -	\$ -	\$ 423,452
Direct Support/Indirect Cost (7300-7399)	\$ 478,505	\$ -	\$ -	\$ 478,505
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 175,391,278	\$ -	\$ -	\$ 175,391,278
OPERATING SURPLUS (DEFICIT)	\$ 1,071,215	\$ -	\$ -	\$ 1,071,215
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 187,042	\$ -	\$ -	\$ 187,042
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 119,650	\$ -	\$ -	\$ 119,650
CONTRIBUTIONS (8980-8999)	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 1,138,607	\$ *	\$ -	\$ 1,138,607
<b>BEGINNING BALANCE</b>				
BEGINNING BALANCE	\$ 60,233,986			\$ 60,233,986
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 61,372,593	\$ -	\$ -	\$ 61,372,593
<b>COMPONENTS OF ENDING BALANCE:</b>				
Nonspendable (9711-9719)	\$ 35,000	\$ -	\$ -	\$ 35,000
Restricted (9730-9749)	\$ 23,213,228	\$ -	\$ -	\$ 23,213,228
Committed (9750-9769)	\$ 5,265,331	\$ -	\$ -	\$ 5,265,331
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ 27,593,705	\$ -	\$ -	\$ 27,683,253
Unassigned (9789-9790)-reserve	\$ 5,265,328	\$ -	\$ -	\$ 5,265,328

\* 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: \_\_\_\_\_

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**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
<b>REVENUES</b>			
Revenue Limit Sources (8010-8099)	\$ 129,512,227	\$ 134,933,589	\$ 139,013,148
Remaining Revenues (8100-8799)	\$ 46,950,266	\$ 36,559,425	\$ 34,369,671
<b>TOTAL REVENUES</b>	\$ 176,462,493	\$ 171,493,014	\$ 173,382,819
<b>EXPENDITURES</b>			
Certificated Salaries (1000-1999)	\$ 73,328,684	\$ 73,944,965	\$ 72,851,477
Classified Salaries (2000-2999)	\$ 19,369,057	\$ 18,402,725	\$ 18,652,660
Employee Benefits (3000-3999)	\$ 38,959,619	\$ 41,642,431	\$ 41,784,823
Books and Supplies (4000-4999)	\$ 9,685,278	\$ 5,104,827	\$ 5,173,343
Services, Other Operating Expenses (5000-5999)	\$ 33,071,510	\$ 36,832,733	\$ 33,578,629
Capital Outlay (6000-6999)	\$ 75,173	\$ 19,950	\$ 19,950
Other Outgo (7100-7299) (7400-7499)	\$ 1,224,736	\$ 1,224,740	\$ 1,224,740
Direct Support/Indirect Cost (7300-7399)	\$ (322,778)	\$ (555,480)	\$ (643,432)
Other Adjustments	\$ 119,650	\$ 119,650	\$ 119,650
<b>TOTAL EXPENDITURES</b>	\$ 175,391,278	\$ 176,736,541	\$ 172,761,840
OPERATING SURPLUS (DEFICIT)	\$ 1,071,215	\$ (5,243,527)	\$ 620,979
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 187,042	\$ 895,951	\$ 895,951
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 119,650	\$ 1,119,650	\$ 1,119,650
CONTRIBUTIONS (8980-8999)	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 1,138,607	\$ (5,467,226)	\$ 397,280
BEGINNING BALANCE	\$ 60,233,986	\$ 61,372,593	\$ 55,905,367
CURRENT-YEAR ENDING BALANCE	\$ 61,372,593	\$ 55,905,367	\$ 56,302,647
<b>COMPONENTS OF ENDING BALANCE:</b>			
Nonspendable (9711-9719)	\$ 35,000	\$ 35,000	\$ 35,000
Restricted (9730-9749)	\$ 23,213,228	\$ 23,213,228	\$ 23,213,228
Committed (9750-9769)	\$ 5,265,328	\$ 5,335,686	\$ 5,216,445
Stabilization Arrangements (9750)	\$ 3	\$ -	\$ -
Assigned (9770-9788)	\$ 27,683,253	\$ 22,121,080	\$ 22,621,529
Unassigned (9789-9790)-Reserve	\$ 5,265,328	\$ 5,335,686	\$ 5,216,445

**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)	\$ 175,510,928	\$ 177,856,191	\$ 173,881,490
b.	State Standard Minimum Reserve Percentage for this District: <b>(enter percentage)</b> :	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	\$ 5,265,328	\$ 5,335,686	\$ 5,216,445

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

a.	General Fund (Fund 01) Stabilization Arrangements, % Unassigned Fund Balance (includes Reserve for Economic Uncertainties)	\$ 5,265,331	\$ 5,335,686	\$ 5,216,445
b.	Special Reserve Fund (Fund 17) Unassigned Fund Balance	\$ 889,727	\$ 889,727	\$ 889,727
c.	Total Available Reserves	\$ 6,155,058	\$ 6,225,413	\$ 6,106,172
d.	Reserve for Economic Uncertainties Percentage	3.51%	3.50%	3.51%

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

FY 2021 - 2022	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
FY 2022 - 2023	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
FY 2023 - 2024	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

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 Confidential & Management SMEAA unrepresented (Bargaining Unit), during the term of the agreement from July 1, 2022 to June 30, 2024.**

Mr. Diego Ochoa \_\_\_\_\_

**District Superintendent**  
(Signature Over Printed Name)

May 26, 2022

**Date**

Mr. Patrick Gaffney \_\_\_\_\_

**Chief Business Officer**  
(Signature Over Printed Name)

May 26, 2022

**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)

May 26, 2022

**Date**

Patrick Gaffney, CBO \_\_\_\_\_  
Contact Person

650-312-7700

**Phone**

Ms. Alison Proctor \_\_\_\_\_

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

May 26, 2022

**Date**