

# **Tentative Agreement**

November 26, 2018

The San Mateo-Foster City School District (SMFCSD) and San Mateo Elementary Teachers Association (SMETA), collectively the Parties, have completed their reopener negotiations for the 2018—2019 and salary for 2019-2020.

The Parties have tentatively agreed on the following changes to the current 2016-2019 Collective Bargaining Agreement, to become effective upon ratification by the Governing Board of the SMFCSD and the SMETA membership.

## **ARTICLE 5 COMPENSATION**

### **5.1. Compensation**

For 2016-2017, the regular certificated salary schedule (Appendix A) the school psychologist salary schedule (Appendix B) and the intern schedule (Appendix C) will be increased by 5% over the 2015-16 salary schedules effective July 1, 2016.

For 2017-2018 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 2016-2017 salary schedules effective July 1, 2017.

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.

### **(TA 11/26/18)**

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. **(TA 11/26/18)**

## **5.9 Prior Experience**

5.9.1 Year-for-year credit to a maximum of ~~ten (10)~~ twelve (12) years shall be granted by the District for prior public school experience. This article shall not entitle any unit member to retroactive salary payment(s) for any years of service with the District prior to the 2018-2019 school year. **(TA 5/31/18)**

5.9.2 Year-for-year credit to a maximum of ~~ten (10)~~ twelve (12) years may be granted by the District for prior private or parochial school experience. This article shall not entitle any unit member to retroactive salary payment(s) for any years of service with the District prior to the 2018-2019 school year. **(TA 5/31/18)**

## **5.17 Stipends**

RSP/SDC: \$1000

National Board Certification \$1000

ASHA Certification (Speech/Language Pathologist) \$1000

Certificated Bilingual Teachers \$1000

Title 1 School \$1000 **(TA 5/31/18)**

Montessori Certification \$1000 **(TA 5/31/18)**

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

## **ARTICLE 6 HOURS**

### **NEW 6.1.7 Early Release Time**

The purpose of the accrued early release time is to support unit members so they may acquire and implement effective instructional practices to improve student learning.

All unit members will meet in grade level, cross grade level and/or departmental teams on one (1) early release days per month. The early release time will be used for professional development, collaboration, and/or grade level, cross grade level and/or departmental instructional planning as determined by the grade level, cross grade level and/or departmental teams, and/or professional commitments as defined by the unit member, with input from the site administrator. Dates for such meetings will be determined by the grade level, cross grade level and/or departmental teams and shared with the site administrator prior to the meeting.(TA 11/26/18)

## **ARTICLE 8 CLASS SIZE**

### **8.5. Elementary Class Size**

The District shall maintain class size as follows:

**8.5.3 Elementary Physical Education classes at no more than 30 36 students (TA 9/7/18)**

8.5.4 If the numbers exceed those above, the unit member will complete a Staffing Ratio Option Request Form (Appendix D) to determine type of additional support. The unit member/Association, upon request, will be involved in any review on a consulting basis.

**APPENDIX D HAS BEEN EDITED/ PLEASE SEE ATTACHED (TA 9/7/18)**

### **8.7. ~~Full Inclusion~~ Support of Special Education Students in the General Education Setting (TA all of revised 8.7 on 9/7/18)**

**8.7.1** Prior to receiving a ~~full-inclusion~~ ~~Special Education~~ student enrolled in a Special Day Class into a General Education Class, the unit member(s) (including the ~~regular-general~~ general education and special education teacher(s)) shall meet to review the student's IEP goals, present levels and academic/behavior needs-as well as to collaborate on implementation of the IEP in the General Education setting. The unit member(s) shall receive paid training necessary to work with the

~~full-inclusion student(s) including but not limited to how to modify instruction and curriculum and address behavioral needs of students. Such training shall include discussion of the student's learning level and curriculum expectations.~~

**8.7.2** If required by the student's IEP-, an instructional aide shall be present in the general education classroom while the ~~full-inclusion~~ special day class student is in attendance. A substitute aide shall be provided in the absence of the regular aide.

**8.7.3** Any special materials, supplies or equipment required by the ~~full-inclusion~~ special day class student's IEP shall be provided by the District.

**8.7.4** Each school/site ~~with full-inclusion students~~ shall create a ~~full-inclusion~~ Special Education/ ~~planning~~ integration team, to include the ~~regular~~-general education teachers receiving special day class ~~full-inclusion~~ students, the appropriate special education staff ~~dealing~~-working with ~~full-inclusion~~ the students, and the ~~full-inclusion~~ program specialist (if any). The planning team shall meet on a regular basis (~~at least quarterly~~ prior to each grading period) during the workday to create, implement and coordinate the ~~full-inclusion plans~~ IEP successful integration of the students into the general education classroom.

**\*\*8.7.5** Each ~~full-inclusion~~ mainstreamed Special Day Class student who is integrated into a general education classroom for at least one core curriculum subject shall count as ~~two (2) students in calculating staffing ratios and the Regular General Education teacher's student load maximums (including Special Day Class Students mainstreamed in the Regular Education classroom for only a portion of the day~~ Core curriculum subjects for Elementary include ELA, Math and/or a daily combination Science/Social Studies block a minimum four (4) days per week). ~~No single classroom shall have more than two (2) full-inclusion students assigned, subject to the requirements of the full inclusion student's IEP. Each year the placement of full-inclusion students shall be consistent with the full-inclusion~~

students' IEPs, and equitably rotated among the regular education staff (TA 9/7/18)

**8.7.6** Unit members shall not be required to perform health assistance or medical procedures on ~~full-inclusion~~ students unless specifically trained and certified for that purpose. Any such training shall be voluntary, shall be conducted during the regular work day, and at District expense.

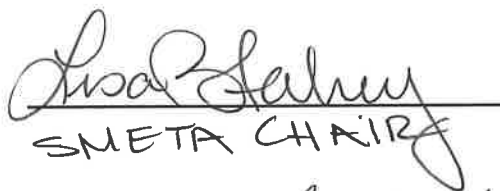
**8.7.7** For other than administrative placements, at least one (1) ~~regular-general~~ education teacher at the school/site shall be included in the IEP meeting of the ~~full-inclusion~~ Special Day Class student prior to the placement of the student in a ~~regular-general~~ education class. If possible, the ~~regular-general~~ general education teacher shall be that teacher who is projected to receive the ~~full-inclusion~~ Special Day Class student. Subsequently, the general education teacher shall be consulted prior to the scheduling of IEP meetings.

For SMFCSD



Date: 11/26/18

For SMETA

  
SMETA CHAIR  
SMETA President

Date: 11/26/18

## San Mateo- Foster City School District

STAFFING RATIO OPTION REQUEST FORM-REGULAR EDUCATION

	grade class reached	students on	2
_____ Name of Teacher	_____ Level	_____ Number	_____ Date

We are requesting the following option for additional support.

SELECT ONE:

\_\_\_\_ 1. The principal, teacher/s, and Assistant Superintendent may develop creative ways to aid the teacher/s with large class sizes.

\_\_\_\_ 2. For **TK-3 and 3/4 combo** classes, an additional hour of aide time will be available for classes of 29, two additional hours of aide time for classes at 30, and three hours of additional aide time for classes that have an enrollment of 33. If an aide cannot be found, teachers are entitled to a retroactive stipend. (TA 9/7/18)

\_\_\_\_ 3. For **4-5** classes, an additional hour of aide time will be available for classes of 31, two additional hours of aide time for classes at 32, and three hours of additional aide time for classes that have an enrollment of 33. If an aide cannot be found, teachers are entitled to a retroactive stipend. (TA 9/7/18)

\_\_\_\_ 4. For **TK-3 and 3/4 combo** c classes, a stipend of \$165 per month for each additional child over 28 up to \$495 a month for classes of 31. **(TA 9/7/18)**

\_\_\_\_ 5. For **4-5** classes, a stipend of \$165 per month for each additional child over 30 up to \$495 a month for classes of 33.

PLEASE USE THE SPACE BELOW TO DESCRIBE OPTION 1, IF SELECTED.  
(Attach additional sheets if necessary.) **(TA 9/7/18)**

\_\_\_\_\_  
Teacher

\_\_\_\_\_  
Teacher

\_\_\_\_\_  
Principal

\_\_\_\_\_  
Assistant Superintendent

SEND COMPLETED FORM TO HUMAN RESOURCES FOR APPROVAL & DISTRIBUTION

## San Mateo- Foster City School District

STAFFING RATIO OPTION REQUEST FORM- SPECIAL EDUCATION

Name of Teacher	Level	grade class reached	students on	Date
		Number		

We are requesting the following option for additional support.

SELECT ONE:

\_\_\_\_ RSP For K-8 classes, an additional hour of aide time for classes of 29-32, or a stipend of \$165 per month for each additional student over 28 up to 32 and up to \$ 495 per month. (TA 9/7/18)

\_\_\_\_ SDC For K-5 classes, an additional hour of aide time for classes of 13 or more, or a stipend of \$165 per month for each additional student up to \$ 495 per month. (TA 9/7/18)

\_\_\_\_ SDC For 6-8 classes, an additional hour of aide time for classes of 16 or more, or a stipend of \$165 per month for each additional student up to 18 or \$ 495 per month. (TA 9/7/18)

\_\_\_\_ SPEECH 5 years old and above- a stipend of \$165 for each student over 55 up to 58 and up to \$ 495 per month. (TA 9/7/18)

\_\_\_\_ SPEECH 3 years old to 4 years old- a stipend of \$165 for each student over 40 up to 48 and up to \$ 495 per month. (TA 9/7/18)

Funding decreases when student leaves program.

\_\_\_\_\_  
Teacher

\_\_\_\_\_  
Principal

Assistant Superintendent

SEND COMPLETED FORM TO HUMAN RESOURCES FOR APPROVAL & DISTRIBUTION