

**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: **Unrepresented**

Certificated, Classified, Other: **Certificated and Classified**

The proposed agreement covers the period beginning: **July 1, 2018** and ending: **June 30, 2020**  
(date) (date)

The Governing Board will act upon this agreement at its meeting on: **1/24/2019**  
(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 18 - 19	Fiscal Impact of Proposed Agreement		
		Year 1 Increase/(Decrease) FY 18 - 19	Year 2 Increase/(Decrease) FY 19 - 20	Year 3 Increase/(Decrease) FY 20 - 21
1 <b>Salary Schedule</b> Increase (Decrease)	\$ 7,396,761	\$ 221,903	\$ 406,822	\$ 406,822
		3.0000%	5.3398%	5.0691%
2 <b>Step and Column - Increase (Decrease)</b> Due to movement plus any changes due to settlement	\$ -	\$ -	\$ -	\$ -
		%	%	%
3 <b>Other Compensation - Increase (Decrease)</b> (Stipends, Bonuses, Longevity, overtime, etc.)	\$ -	\$ -	\$ -	\$ -
		%	%	%
<b>Description of other compensation:</b>				
4 <b>Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicate etc.</b>	\$ 1,560,688	\$ 44,369	\$ 89,514	\$ 94,713
		2.8429%	5.5770%	5.5892%
5 <b>Health/Welfare Plans:</b>	\$ -	\$ -	\$ -	\$ -
		%	%	%
<b>Description of health &amp; welfare plans:</b>				
6 <b>Total Compensation - Increase (Decrease)</b> (Total Lines 1-5)	\$ 8,957,449	\$ 266,272	\$ 496,336	\$ 501,535
7 <b>Total Number of Represented Employees</b> (Use FTEs if appropriate)	55.40			
8 <b>Total Compensation Average Cost per Employee</b>	161,686.80	4,806.35	8,959.13	9,052.98
		2.97%	5.38%	5.16%

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"?

For 2018-19 the regular confidential and management schedules will be increased by 3% over the 2017-18 salary schedules effective 7/1/18. For 2019-20, the the regular confidential salary and management schedules will be increased by 2.5% over the 2018-19 salary schedules effective 7/1/19.

10. Were any additional steps, columns, or ranges added to the schedules? (If yes, please explain.)

No

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's monthly contribution to health care benefits is \$1,000.**

- B. Describe any negotiated changes in non-compensation items (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

**None**

- 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, the District passed the parcel tax on the Nov. 2018 ballot. The measure was certified on 12/6/18 but will not be included in the District's budget until Second Interim.**

- D. What contingency language is included in the proposed agreement? Include specific areas identified reopeners, applicable fiscal years, and specific contingency language.

None

- 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.

**Deficit spending will increase by \$266,272 in 2018-19 and by \$496,336 in 2019-20.**

- F. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.

N/A

- G. Source of Funding for Proposed Agreement

1. Current Year

**LCFF funding: District is a basic aid district and AV growth is projected at 5% for 2019-20.**

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years (i.e. Revenue Limit COLA, staffing reductions, staffing ratio changes, one-time sources, etc.?)

**LCFF funding: District is a basic aid district and AV growth is projected at 5% for 2019-20. Measure V funds will not be supporting the unrepresented salary increases.**

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.)

**LCFF funding: District is a basic aid district and AV growth is projected at 5% for 2019-20. Measure V funds will not be supporting the unrepresented salary increases.**

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

### Unrestricted General Fund

Enter Bargaining Unit: **Unrepresented**

	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 12/6/18)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ 103,256,810	\$ -	\$ -	\$ 103,256,810
Remaining Revenues (8100-8799)	\$ 9,001,494	\$ -	\$ -	\$ 9,001,494
<b>TOTAL REVENUES</b>	\$ 112,258,304	\$ -	\$ -	\$ 112,258,304
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 49,747,483	\$ 182,375	\$ 1,291,425	\$ 51,221,283
Classified Salaries (2000-2999)	\$ 8,963,260	\$ 39,527	\$ 325,492	\$ 9,328,279
Employee Benefits (3000-3999)	\$ 19,375,485	\$ 44,369	\$ 323,967	\$ 19,743,821
Books and Supplies (4000-4999)	\$ 1,915,184	\$ -	\$ -	\$ 1,915,184
Services, Other Operating Expenses (5000-5999)	\$ 8,992,264	\$ -	\$ -	\$ 8,992,264
Capital Outlay (6000-6599)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ (338,795)	\$ -	\$ -	\$ (338,795)
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 88,654,881	\$ 266,272	\$ 1,940,884	\$ 90,862,037
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ 23,603,423	\$ (266,272)	\$ (1,940,884)	\$ 21,396,267
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ 750,000	\$ -	\$ -	\$ 750,000
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 2,839,631	\$ -	\$ -	\$ 2,839,631
CONTRIBUTIONS (8980-8999)	\$ (26,603,860)	\$ -	\$ (426,047)	\$ (27,029,907)
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (5,090,068)	\$ (266,272)	\$ (2,366,931)	\$ (7,723,271)
<b>BEGINNING BALANCE</b>	\$ 36,785,856			\$ 36,785,856
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 31,695,788	\$ (266,272)	\$ (2,366,931)	\$ 29,062,585
<b>COMPONENTS OF ENDING BALANCE:</b>				
Nonspendable (9711-9719)	\$ 80,288	\$ -	\$ -	\$ 80,288
Restricted (9730-9749)	\$ -	\$ -	\$ -	\$ -
Committed (9750-9769)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ 18,683,513	\$ (1,900,000)	\$ -	\$ 16,783,513
Unassigned (9789-9790)	\$ 12,931,987	\$ (266,272)	\$ (2,366,931)	\$ 12,198,784

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

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 12/6/18)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ 5,694,627	\$ -	\$ -	\$ 5,694,627
Remaining Revenues (8100-8799)	\$ 13,905,909	\$ -	\$ -	\$ 13,905,909
<b>TOTAL REVENUES</b>	\$ 19,600,536	\$ -	\$ -	\$ 19,600,536
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 10,437,574		\$ 283,483	\$ 10,721,057
Classified Salaries (2000-2999)	\$ 6,812,784	\$ -	\$ 71,450	\$ 6,884,234
Employee Benefits (3000-3999)	\$ 10,969,083		\$ 71,115	\$ 11,040,198
Books and Supplies (4000-4999)	\$ 3,064,560	\$ -	\$ -	\$ 3,064,560
Services, Other Operating Expenses (5000-5999)	\$ 15,215,045	\$ -	\$ -	\$ 15,215,045
Capital Outlay (6000-6599)	\$ 655,122	\$ -	\$ -	\$ 655,122
Other Outgo (7100-7299) (7400-7499)	\$ 1,359,811	\$ -	\$ -	\$ 1,359,811
Direct Support/Indirect Cost (7300-7399)	\$ 119,677	\$ -	\$ -	\$ 119,677
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 48,633,656	\$ -	\$ 426,048	\$ 49,059,704
OPERATING SURPLUS (DEFICIT)	\$ (29,033,120)	\$ -	\$ (426,048)	\$ (29,459,168)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ -	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 724,569	\$ -	\$ -	\$ 724,569
CONTRIBUTIONS (8980-8999)	\$ 26,603,860		\$ 426,048	\$ 27,029,908
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (3,153,829)	\$ -	\$ -	\$ (3,153,829)
BEGINNING BALANCE	\$ 10,067,878			\$ 10,067,878
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 6,914,049	\$ -	\$ -	\$ 6,914,049
<b>COMPONENTS OF ENDING BALANCE:</b>				
Nonspendable (9711-9719)	\$ -	\$ -	\$ -	\$ -
Restricted (9730-9749)	\$ 6,914,049	\$ -	\$ -	\$ 6,914,049
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: \_\_ Unrepresented\_\_

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 12/6/18)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
Revenue Limit Sources (8010-8099)	\$ 108,951,437	\$ -	\$ -	\$ 108,951,437
Remaining Revenues (8100-8799)	\$ 22,907,403	\$ -	\$ -	\$ 22,907,403
<b>TOTAL REVENUES</b>	\$ 131,858,840	\$ -	\$ -	\$ 131,858,840
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 60,185,057	\$ 182,375	\$ 1,574,908	\$ 61,942,340
Classified Salaries (2000-2999)	\$ 15,776,044	\$ 39,527	\$ 396,942	\$ 16,212,513
Employee Benefits (3000-3999)	\$ 30,344,568	\$ 44,369	\$ 395,082	\$ 30,784,019
Books and Supplies (4000-4999)	\$ 4,979,744	\$ -	\$ -	\$ 4,979,744
Services, Other Operating Expenses (5000-5999)	\$ 24,207,309	\$ -	\$ -	\$ 24,207,309
Capital Outlay (6000-6599)	\$ 655,122	\$ -	\$ -	\$ 655,122
Other Outgo (7100-7299) (7400-7499)	\$ 1,359,811	\$ -	\$ -	\$ 1,359,811
Direct Support/Indirect Cost (7300-7399)	\$ (219,118)	\$ -	\$ -	\$ (219,118)
Other Adjustments				
<b>TOTAL EXPENDITURES</b>	\$ 137,288,537	\$ 266,272	\$ 2,366,932	\$ 139,921,741
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (5,429,697)	\$ (266,272)	\$ (2,366,932)	\$ (8,062,901)
<b>TRANSFERS IN &amp; OTHER SOURCES (8910-8979)</b>	\$ 750,000	\$ -	\$ -	\$ 750,000
<b>TRANSFERS OUT &amp; OTHER USES (7610-7699)</b>	\$ 3,564,200	\$ -	\$ -	\$ 3,564,200
<b>CONTRIBUTIONS (8980-8999)</b>	\$ -	\$ -	\$ 1	\$ 1
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (8,243,897)	\$ * (266,272)	\$ (2,366,931)	\$ (10,877,100)
<b>BEGINNING BALANCE</b>	\$ 46,853,733			\$ 46,853,733
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 38,609,836	\$ (266,272)	\$ (2,366,931)	\$ 35,976,634
<b>COMPONENTS OF ENDING BALANCE:</b>				
Nonspendable (9711-9719)	\$ 80,288	\$ -	\$ -	\$ 80,288
Restricted (9730-9749)	\$ 6,914,049	\$ -	\$ -	\$ 6,914,049
Committed (9750-9769)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ 18,683,513	\$ (1,900,000)	\$ -	\$ 16,783,513
Unassigned (9789-9790)	\$ 12,931,986	\$ (266,272)	\$ (2,366,931)	\$ 12,198,784

\* 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: Unrepresented

	<b>FY 18-19</b>	<b>FY 19-20</b>	<b>FY 20-21</b>
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
Revenue Limit Sources (8010-8099)	\$ 108,951,437	\$ 113,373,847	\$ 118,037,392
Remaining Revenues (8100-8799)	\$ 22,907,403	\$ 17,989,231	\$ 18,130,603
<b>TOTAL REVENUES</b>	\$ 131,858,840	\$ 131,363,078	\$ 136,167,995
<b>EXPENDITURES</b>			
Certificated Salaries (1000-1999)	\$ 61,942,340	\$ 63,493,948	\$ 64,496,336
Classified Salaries (2000-2999)	\$ 16,212,513	\$ 15,901,381	\$ 16,152,415
Employee Benefits (3000-3999)	\$ 30,784,019	\$ 32,177,522	\$ 33,630,495
Books and Supplies (4000-4999)	\$ 4,979,744	\$ 4,655,988	\$ 4,645,382
Services, Other Operating Expenses (5000-5999)	\$ 24,207,309	\$ 23,537,392	\$ 23,578,066
Capital Outlay (6000-6999)	\$ 655,122	\$ 10,000	\$ 10,000
Other Outgo (7100-7299) (7400-7499)	\$ 1,359,811	\$ 1,359,811	\$ 1,359,811
Direct Support/Indirect Cost (7300-7399)	\$ (219,118)	\$ (219,118)	\$ (219,118)
Other Adjustments			
<b>TOTAL EXPENDITURES</b>	\$ 139,921,741	\$ 140,916,924	\$ 143,653,387
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (8,062,901)	\$ (9,553,846)	\$ (7,485,392)
<b>TRANSFERS IN &amp; OTHER SOURCES (8910-8979)</b>	\$ 750,000	\$ 750,000	\$ 750,000
<b>TRANSFERS OUT &amp; OTHER USES (7610-7699)</b>	\$ 3,564,200	\$ 859,286	\$ 859,286
<b>CONTRIBUTIONS (8980-8999)</b>	\$ 1	\$ -	\$ -
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (10,877,100)	\$ (9,663,132)	\$ (7,594,678)
<b>BEGINNING BALANCE</b>	\$ 46,853,733	\$ 35,976,634	\$ 26,313,502
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 35,976,634	\$ 26,313,502	\$ 18,718,824
<b>COMPONENTS OF ENDING BALANCE:</b>			
Nonspendable (9711-9719)	\$ 80,288	\$ 80,288	\$ 80,288
Restricted (9730-9749)	\$ 6,914,049	\$ 7,262,115	\$ 7,540,879
Committed (9750-9769)	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -
Assigned (9770-9788)	\$ 18,683,513	\$ 15,923,548	\$ 12,923,548
Unassigned (9789-9790)	\$ 10,298,784	\$ 3,047,551	\$ (1,825,891)



**J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES****1. State Reserve Standard**

		<b>FY 18 -19</b>	<b>FY 19 -20</b>	<b>FY 20 -21</b>
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 137,107,541	\$ 140,807,638	\$ 143,544,101
b.	State Standard Minimum Reserve Percentage for this District: <b>(enter percentage ):</b>	6.00%	6.00%	6.00%
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	\$ 8,226,452	\$ 8,448,458	\$ 8,612,646

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

a.	General Fund (Fund 01) Stabilization Arrangements, % Unassigned Fund Balance (includes Reserve for Economic Uncertainties)	\$ 10,298,784	\$ 3,047,551	\$ (1,825,891)
b.	Special Reserve Fund (Fund 17) Unassigned Fund Balance	\$ 591,758	\$ 687,449	\$ 783,140
c.	Total Available Reserves	\$ 10,890,542	\$ 3,735,000	\$ (1,042,751)
d.	Reserve for Economic Uncertainties Percentage	7.94%	2.65%	-0.73%

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

FY 18 -19

Yes

☒

No

FY 19 -20

Yes

☐

No

FY 20 -21

Yes

☐

No

☒☒**4. If no, how do you plan to restore your reserves? Provide comments/explanations below:**

**The County of San Mateo certified the passage of Measure V on December 6, 2018. The \$10M in revenue from the parcel tax will be included in 2019-20 and 2020-21 at 2nd interim and the district reserve will be at 7%.**

# **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 Unrepresented (Bargaining Unit), during the term of the agreement from July 1, 2018 to June 30, 2020.**

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

\_\_\_\_\_  
**Date**

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

\_\_\_\_\_  
**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.**

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

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Contact Person**

\_\_\_\_\_  
**Phone**

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

\_\_\_\_\_  
**Date**