



To: Sue Wieser, Assistant Superintendent for Human Resources

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

Date: February 12, 2019

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

**San Mateo Elementary Teachers Association
Sunshine Statement to
San Mateo Foster City Elementary School District
Contract Negotiations 2019-2022**

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 submitting this document for the February 21, 2019 Board of Trustees Meeting. The Association looks forward to beginning formal negotiations with the District.

This statement contains conceptual proposals. The order for presentation does not reflect any sense of priority. The Association reserves the right to amend, modify or eliminate proposals during the course of negotiations.

Article 3 Employee Rights

- Eliminate language differentiating between year round and traditional calendars

Article 4 Association Rights

- Modify language around the collecting of union dues and membership

Article 5 Compensation and Benefits

- Compensation: Across the board salary schedule increases to all schedules for the 2020-21 and 2021-22 years
- Add longevity increments to both the Certificated and Psychologist Salary Schedules
- Add Special Ed longevity bonus
- Increase District contribution to employee Health Benefits
- Create additional stipends and increase stipends
- Negotiate a free and reduced rate for unit members who enroll in the Annex program

Article 6 Hours

- Create language limiting the number of preps for middle school unit members
- Add language to provide advanced notice to unit members prior to receiving a new student

Article 7 Assignments, Transfers and Filling of Vacancies

- provide written job descriptions of all teachers on special assignment, counselors and deans

Article 8 Class Size

- Reduce District student to teacher ratio at all grade levels to support lower class sizes at all levels
- Reduce class size maximums for Elementary and Middle School Physical Education classes
- Create language around maintaining a consistent class size average in the middle schools
- In order to proactively support the mental health, wellness, and early intervention needs of students, reduce student to counselor ratio at all levels
- In order to proactively support the mental health, wellness, and early intervention needs of students add more District nurses
- In order to support needs of students, reduce student to psychologist ratio
- Develop protective language around the legal coverage of unit members who voluntarily administer medication

Article 9 Evaluation

- Add language around unit member feedback of their administration

Article 10 Leave

- Modify language around the differentiation of unit member absences
- Revisit language around the use of sick days for maternity leave

Article 11 Teacher Support Program

- Modify language around PAR

Article 12 Safety Conditions of Employment

- Develop standard procedures and protocols to address student discipline
- Develop language around classroom temperature standards
- Develop language around Disaster protocols such as unhealthy air quality
- Strengthen language to promote a safe and healthy environment for all unit members and students

Article 19 Term

- Update term to reflect successor agreement for 2019-22
- Establish conditions for reopeners 2020-21
- Establish conditions for reopeners 2021-22