

**SAN MATEO-FOSTER CITY SCHOOL DISTRICT
AND
SAN MATEO ELEMENTARY TEACHERS ASSOCIATION (SMETA)
SUNSHINE STATEMENT**

DISTRICT'S INITIAL PROPOSAL FOR SUCCESSOR NEGOTIATIONS

In preparation for successor contract negotiations with SMETA for the 2019-2022 successor agreement, the Governing Board adopts the following principles and goals to guide the District's negotiating team in the course of conducting negotiations:

- Ensuring fiscal security for the District, both in the short and long term;
- Enhancing student achievement and greater educational opportunities for students;
- Fair and equitable salaries and benefits consistent with the District's budget and priorities;
- A collaborative bargaining process; and
- Maintenance of District services to the community's children. As in all of the District's concerns, students must come first.

The District desires to engage in good faith, principled negotiations with SMETA to reach a consensus on all pending issues. To achieve that end, the parties will face the following challenges and goals:

- To reach a mutual understanding of the District's financial realities and needs;
- To discuss each parties' interests in and reasons for bringing forward their respective issues for negotiations; and
- To develop options for meeting these interests which would change the parties' collective bargaining agreement and practices, either temporarily or permanently; and
- To employ efficient, constructive and collaborative negotiations to reach a consensus agreement that each party can live with now and in the near future.

The District proposes to negotiate the following:

Article 4-Association Rights:

- The District has an interest in updating the contract to reflect fair share and employee orientations consistent with the Janus decision and SB 866.

Article 5-Compensation & Benefits:

- The District has an interest in maintaining equitable and competitive total compensation, including salary and benefits, while preserving fiscal solvency and delivering high quality instructional programs.
- The District has an interest in creating a committee to explore options for providing health coverage in a more cost efficient manner.
- The District has an interest in creating incentives to recruit and retain teachers in hard to fill positions including special education.

Article 6-Hours:

- The District has an interest in addressing job share notices and lunch periods to meet the needs of students and teachers.

Article 7-Assignment, Transfer and Filling Vacancies

- The District has an interest in addressing voluntary transfers to meet the needs of students and teachers.

Article 9-Evaluation:

- The District has an interest in reviewing and updating the PAR program and in relation to Section 9.5.4.

Article 11 Teacher Support Program:

- The District has an interest in reviewing and updating the PAR Program to improve teacher support.

Article 19- Term:

- The District has an interest in updating the term of the successor agreement and establishing conditions for reopeners for 2020-2021 and 2021-2022.