



BFT Tentative Agreement Facts

Compensation

How much is the total compensation package if the TA passes?

- Over a two year period this TA will provide a 12% increase pending approval of a new parcel tax for BUSD employee salaries.

Is the 2019-2020 raise retroactive and when would it be available?

- Yes, the 2.5% raise for 19-20 will be retroactive for this school year. The retroactive payment will come to members on the November payroll.

If the tentative agreement does not pass what happens?

- At that point we will need to switch gears and begin to plan for a strike in the fall of 2020. The option of a parcel tax that creates revenue for compensation that is available for the **2020-2021** school year will likely be off the table. There would likely be no compensation increase for the 2019-2020 school year. Without a new parcel tax, raises will need to be paid for by deep cuts to the BUSD budget. These cuts may include classified employee layoffs, and increases to class sizes.
- We believe we have bargained the highest possible raises for this negotiations cycle.
- Agreements around Special Education caseload caps and assessment limits, personal leave, and Substitute teacher compensation, among others, would not go into effect until a full agreement is reached.
- Approving this agreement will guarantee that people will see needed income NOW and that we will be able to focus our energy on the campaign for the new parcel tax and the Schools & Communities First initiative.

Will Independent Study teachers be paid on the salary schedule like all other K-12 teachers?

- Yes, the agreement puts these teachers on the K-12 salary schedule, and BFT advocacy and member activism have also created a path to tenure for these teachers.

Could we have done better if we had gone on strike?

- The BFT Negotiations Team does not believe that the salary increases in this tentative agreement would have been bigger if we had continued negotiations

and moved toward a strike. The revenue coming to BUSD from the state this year and next year is actually less than the increasing costs the district will sustain in those two years. Therefore, any larger raises would have necessitated deeper budget cuts possibly including reducing BHS Academic Counseling FTE, and deep cuts to classified positions, and including cuts that BFT has previously prevented (such as the Washington crossing guard, the Malcolm X VP, the BHS Dean of Attendance, and others).

- In addition, the absence of an agreement would likely result in BUSD choosing to not put a parcel tax on the March 2020 ballot which would mean there would be no additional 7% available for 2020-2021 pending approval of the parcel tax. We believe that the total increase of 12% over two years will make a significant difference to our members, and to BUSD's competitiveness in our area.
- As you know, BFT is extremely active in the fight to increase state funding through measures on the November 2020 California ballot. The insufficiency of state funding for public education is the CORE problem.
- If state ballot measures are passed in November 2020 the new revenue will be available starting with the 2021-2022 school year. We need significant new state funding, and BFT will be ready as a collective to fight for this money in our next round of negotiations in the Spring of 2021.
- In our opinion, the best way to advocate for new state funding is strong, organized STATEWIDE actions (rather than local strikes by small or medium unions). BFT is committed to these actions.

What happens if the local parcel tax for employee salaries fails?

- There are multiple polls indicating that the parcel tax will pass if there is a strong and unified campaign for the measure. The last local measure put before the voters for education funding passed overwhelmingly. If the parcel tax for employee salaries fails BFT and BUSD will return to the bargaining table and all options, including the option to strike, will be on the table.

Healthcare

Will the District's contribution to the cost of healthcare increase under this agreement?

- Yes, under this agreement, the District will share in the cost of any increase in premiums, including this upcoming plan year.
- The District will increase their contribution to cover half (50%) of any increase in premiums in the 2020 and 2021 Plan Years (benefits operate on a calendar-year basis).
- This will establish a higher District contribution to Health Care based on the 2021 contribution.

Special Education

Will BUSD Special Education case managers have limits on their caseloads?

- Yes, beginning with the 2020-2021 school year maximum caseload sizes and caseload averages will be phased in over a three-year period.
- By 2022-2023 Special Education Mild/Moderate case managers will have a caseload cap of 21 and there will be a districtwide required caseload average of 20.
- By 2022-2023 Special Education Moderate/Severe case managers will have a caseload cap of 11 and there will be a districtwide required caseload average of 10.
- Having caseload caps AND averages will help limit variation in caseload sizes between sites.
- These changes will make a significant difference for students and case managers, and will make BUSD an attractive place to work for Special Education educators.

Will BUSD Special Education case managers have limits on assessments?

- Yes, there will be a two-year pilot program for the 2020-2021 and 2021-2022 school years in which assessment limits will be implemented. This pilot continues until there is a new agreement in place, even beyond the two years.
- Special Education Mild/Moderate case managers will have a limit of 12 formal assessments per year.
- Special Education Moderate/Severe case managers will have a limit of 6 formal assessments per year, and these case managers will not be assigned initial assessments.
- Triennial assessments will be prioritized with regard to site-based case managers.
- Case managers will have no more than two assessments in any given month.

Other Highlights of this Tentative Agreement

- Independent Study teachers will be placed on the K-12 salary schedule and will have a path to tenure.
- Teachers will have access to true Personal Leave days where they do not need to provide a reason for their absence.
- The Academic Calendar is improved for both students and teachers starting with the 2020-2021 school year. First Semester will end at Winter Break giving students a much-needed break, and allowing BHS and BTA to better meet transcript deadlines for students. Elementary teachers will have more time to complete First Trimester report cards, and professional development days will be more evenly spread out through the year.
- The Step 12 “Freeze” is eliminated for teachers that are hired into BUSD with experience in other districts.

- Compensation for Substitute Teachers will become very competitive for our area which will help to decrease the number of unfilled assignments.

Ratification Process

What is the ratification process?

- A general membership meeting was held on October 30th to explain the Tentative Agreement.
- BFT members have two weeks to vote on whether or not to ratify this tentative agreement.
- Ballots are due to the BFT office by 5pm on Thursday, November 14th.
- Ballots will be counted on November 15th and the membership will be promptly informed of the vote count.
- If BFT members ratify the agreement the School Board will vote on ratification at their November 20th meeting.

The Big Picture - Increasing State Funding for Education in California

What is BFT doing to impact the statewide funding situation?

- BFT is very active in efforts to increase statewide funding for education. We were an early supporter of the Schools and Communities First initiative which will increase COMMERCIAL property taxes and raise \$11 billion in revenue, with \$4-5 billion of that revenue going to public education.
- In addition, BFT is also now a member of a statewide coalition of California's largest education union locals and that coalition is working on statewide actions to highlight the need for greater state funding and support the Schools and Communities First initiative. BFT will be organizing our members to play a big part in these actions, as we did on the May 22, 2019 Statewide Day of Action in Sacramento.
- BFT will lead the effort in our area to secure signatures for the Schools and Communities First initiative.