



Summary of Tentative Agreement for 2019-2020 and 2020-2021

THE BFT NEGOTIATIONS TEAM RECOMMENDS APPROVAL OF THIS TENTATIVE AGREEMENT

Under this agreement:

- Over the two-year period of this agreement salaries will increase by 12%, pending passage of a new parcel tax for employee salaries. BUSD salaries will become significantly more competitive in Alameda County which will help to retain our excellent teachers and hire high-quality new employees.
- Classified employees will get at least the same increase in compensation. The new parcel tax, if approved, will benefit classified employees.
- Special education case managers will have limits on the number of assessments they can be assigned, and caps on the size of their caseloads. This will allow these teachers to truly serve their students, strengthen our full inclusion model and help to retain our fabulous special education case managers.
- Independent Study teachers will be placed on the K-12 Salary Schedule equally with all other K-12 teachers
- Under this agreement teachers will have access to true Personal Leave days.
- Compensation for substitute teachers will become competitive for our area, improving BUSD's ability to fill all sub assignments. Retired teachers will be incentivized to sub in BUSD.
- The "Step 12 Freeze" is eliminated. This will immediately increase salaries for many BFT members, and do away with the current two-tier system.
- The District will share the burden of any increase in health benefits costs for the next two years.
- The Academic Calendar is improved for both students and teachers.

WE ORGANIZED! WE FOUGHT! WE WON!

The BFT Negotiations Team wants to thank OUR MEMBERS, whose activism and activation created the conditions for this historic agreement. Thank you for everything you do!

The BFT Negotiations Team: Matt Meyer, Janine Waddell, Angela Reed, Cynthia Allman, Susi Lopez, Susan D'Orazio, Amanda Cardno, Hillary Trainor, Cathy Campbell and Sue Pak.

TOPIC	SUMMARY
TERM	<ul style="list-style-type: none"> This is a two-year agreement, expiring on June 30, 2021.
COMPENSATION	<p>2019-2020:</p> <ul style="list-style-type: none"> A 2.5% raise retroactive to July 1, 2019. <p>2020-2021</p> <ul style="list-style-type: none"> A 2.5% raise effective July 1, 2020. An additional 7% raise contingent on passage of a parcel tax for employee salaries on the March 2020 Berkeley ballot.
BENEFITS	<ul style="list-style-type: none"> For the 2020 and 2021 benefits plan years (benefits operate on a calendar-year basis) the District will pay half of any increase in premiums and establish a new higher floor.
SPECIAL EDUCATION ASSESSMENTS LOADS	<ul style="list-style-type: none"> Beginning in the 2020- 2021 school year there will be a two-year pilot program to limit the number of formal assessments per case manager per year. This pilot is ongoing unless negotiated otherwise. At grades K-12, mild/moderate case managers will have a limit of 12 formal assessments per year. At grades K-12, moderate/severe case managers will have a limit of 6 formal assessments per year. Triennial assessments will be prioritized with regard to site-based case managers.
SPECIAL EDUCATION CASELOADS	<ul style="list-style-type: none"> Beginning with the 20-21 school year, Special Ed Case Managers will have maximum caseload caps and districtwide average caseloads that must be achieved. These numbers will be phased in over a three-year period (20-21 to 22-23). By 2022-2023 Mild/Moderate Special Ed Case Managers at grades K-12 will have a maximum caseload size of 21 and a district-wide average of 20:1. By 2022-2023 Moderate/Severe Special Ed Case Managers at grades K-12 will have a maximum caseload size of 11 and a districtwide-average of 10:1.
INDEPENDENT STUDY TEACHERS ON THE SALARY SCHEDULE AND WITH A PATH TO TENURE	<ul style="list-style-type: none"> These credentialed k-12 teachers will be on the same salary schedule as all other teachers. BUSD now agrees with BFT that State Ed Code requires that these teachers have a path to permanent status.

ACADEMIC CALENDAR FOR 2020-2021	<ul style="list-style-type: none"> • School will begin one week earlier and first semester will end at Winter Break for secondary. • Elementary teachers will have more time between the end of the first trimester and the deadline for report cards. • School will end one week earlier in June. • K-8 schools will have minimum days for the first three days of school; the principal may convene a staff meeting on the Tuesday of the first week.
SPECIAL EDUCATION - PRESCHOOL CLASSROOMS	<ul style="list-style-type: none"> • Preschool Special Education classrooms will become more balanced between students with IEPs and those without IEPs under this new agreement.
COMPENSATION - ELIMINATION OF THE "YEAR 12" FREEZE	<ul style="list-style-type: none"> • Beginning with the 2019-2020 school year the "freeze" at Step 12 will be eliminated. • The impact on any individual member depends on when they were hired into BUSD and their current step placement. Please see the full document for details.
COMPENSATION - CAP ON PRIOR YEARS OF SERVICE FOR STEP PLACEMENT	<ul style="list-style-type: none"> • Over the next three years (19-20 to 21-22) the cap on prior service for new hires will raise to 15 and then increase from 15 to 17 years of prior service toward step placement.
COMPENSATION - SUBSTITUTE TEACHERS	<ul style="list-style-type: none"> • The substitute daily rate of pay will increase from \$153/day to \$182/day. • For substitute teachers that work in Berkeley more than 30 days in a given year the rate will increase to \$207/day.
COMPENSATION - SCHOOL PSYCHOLOGISTS	<ul style="list-style-type: none"> • Two steps will be added to the School Psychologist salary schedule in order to make BUSD salaries more competitive with nearby districts.
EFFECTIVE DATE FOR BENEFITS COVERAGE FOR NEW HIRES	<ul style="list-style-type: none"> • This agreement clarifies that benefits coverage for new hires will begin on August 1st as long as the new hire has completed the required paperwork by July 20th.
SCHOOL PSYCHOLOGISTS - NATIONAL BOARD CERTIFICATION	<ul style="list-style-type: none"> • School Psychologists that are Nationally Board-Certified will receive the same fee reimbursement and annual stipend that Board-Certified teachers receive.
COMPENSATION - BEHAVIORISTS	<ul style="list-style-type: none"> • Behaviorists will be paid at a higher rate in order to make BUSD salaries more competitive with nearby districts.
BHS CLASS SIZE CALCULATIONS	<ul style="list-style-type: none"> • This agreement clarifies that BUSD must meet the contractual class size average requirements at BHS by the end of the fourth (4th) week of school or face a possible grievance from the union.
TK CLASS SIZE AVERAGE	<ul style="list-style-type: none"> • This agreement establishes a districtwide class size average for transition kindergarten classes of 20:1.

PERSONAL LEAVE	<ul style="list-style-type: none"> Teachers will be able to take four days of personal leave per year without having to provide a reason, documentation, etc.
ALTERNATIVE EVALUATIONS	<ul style="list-style-type: none"> Eligible teachers will be able to do alternative evaluations for two cycles in a row. Newly permanent teachers are now eligible for alternative evaluations.
ADULT SCHOOL COORDINATORS	<ul style="list-style-type: none"> The agreement clarifies the process for choosing Adult School Department Coordinators and the term of the position.
ADULT SCHOOL “WAITING PERIOD” FOR BENEFITS COVERAGE	<ul style="list-style-type: none"> The “waiting period” for benefits eligibility for Adult School teachers will decrease from one year to four weeks.
POSTINGS FOR OPEN POSITIONS	<ul style="list-style-type: none"> The timeline for posting vacant positions internally will be three days instead of the current five days.
EVALUATION DEADLINES	<ul style="list-style-type: none"> This agreement extends the deadline for formative observations when a teacher is on leave.
PAY FOR PART-TIME TEACHERS WHO ATTEND FULL PD DAYS	<ul style="list-style-type: none"> The agreement clarifies that part-time teachers will be paid at their per diem rate for their extra work on full-day pd days.
VAPA STIPENDS	<ul style="list-style-type: none"> This agreement adds stipends for the BHS guitar teacher and the BHS Interdisciplinary Art Exhibition coordinator.
DEADLINE TO REQUEST REDUCED WORKLOAD LEAVE	<ul style="list-style-type: none"> The deadline to request a reduced workload leave will be moved to April 15. (the deadline is currently July 15.) This will help to ensure that all positions are filled before the first day of school.
DEADLINE TO REQUEST TRANSFER TO OPEN POSITIONS	<ul style="list-style-type: none"> Open positions available for transfer will be posted for three (3) days, rather than the current five (5) days. this will assist in filling all open positions.

NEW APPENDICES

NOTE: This is not a complete list, but represents the most important new appendices. Please see the complete TA on the BFT website for all documents.

TOPIC	SUMMARY
BHS TEACHER LEADER STRUCTURE AND COMPENSATION	<ul style="list-style-type: none"> This document sets the structure and compensation for all teacher leaders at Berkeley high school for the 2019-2020 school year.

GELAP FEE REIMBURSEMENT	<ul style="list-style-type: none"> This agreement reimburses CTC fees for up to ten teachers that pursue a GELAP in the 19-20 and 20-21 school years.
BHS UNIVERSAL 9TH GRADE PROGRAM IMPLEMENTATION	<ul style="list-style-type: none"> This agreement sets a class size maximum for intervention classes, establishes “hive leaders” and guarantees the right to reassignment out of the U9 program after two years.
ATHLETIC COACHES AT BHS	<ul style="list-style-type: none"> BFT and BUSD have agreed to separate the determination of coaching stipends from the Collective Bargaining Agreement. A separate schedule will be approved by the School Board and implemented by District staff.
COMPENSATION TO NON-CLASSROOM TEACHERS WHO SUB	<ul style="list-style-type: none"> The agreement clarifies that these teachers can sub for up to 3 periods in any given day at the Secondary level.
PD LEADERS AT BERKELEY TECH AND INDEPENDENT STUDY	<ul style="list-style-type: none"> The agreement establishes these positions at these two sites.
BARGAINING UNIT (PRE-ARRANGEABLE) SUBSTITUTE TEACHERS	<ul style="list-style-type: none"> The agreement reduces the requirement of regular work to continue as a Bargaining Unit substitute.
Extra Duty Stipends	<p>The Agreements Adds These Stipends:</p> <ul style="list-style-type: none"> Guitar teacher stipend - \$810 Elementary summer school teacher in charge - \$255/session Bears summer program teacher in charge - \$70/week
Rights of the Union to Information and Access to New Employee Orientations	<ul style="list-style-type: none"> The agreement specifies the implementation of new state legislation, increasing the rights of unions to information about new hires and access to new employee orientations.

The full text of the tentative agreement is available on the BFT website: www.berkeleyteachers.org