



Summary of Tentative Agreement for 2024- 2025 Reopeners

THE BFT NEGOTIATIONS TEAM RECOMMENDS APPROVAL OF THIS TENTATIVE AGREEMENT

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



TOPIC	SUMMARY
TERM	<ul style="list-style-type: none"> This is a continuation of our current contract which expires on June 30, 2025. It includes this year's compensation. All Tentative Agreements go into effect starting July 1, 2024.
COMPENSATION	<p>2024-2025:</p> <ul style="list-style-type: none"> An ongoing 2% salary increase for the 2024-2025 school year bringing our ongoing increases to over 15% over the past 3 years. One time bonus of 1% for the 2024-2025 school year.

BENEFITS	<ul style="list-style-type: none"> • District will continue to pay half of any increase in premiums. Increasing the floor above that amount will be discussed in 25-26.
STAFF MEETING PAY FOR ATYPICAL SCHEDULES	<ul style="list-style-type: none"> • Payment for meetings that fall outside normal staff meeting hours • Late State Elementary Release/Sped and 2-7 period BHS teachers are most likely impacted • Pay at curriculum dev rate, up to 1.5 hours
TWO YEAR UNPAID LEAVE	<ul style="list-style-type: none"> • Educators can now request 2 years leave without pay • If request is denied, educator can request 1 year instead • If approved, educator cannot return before 2 years without approval by HR
TEACHER INDUCTION PROGRAM STIPEND	<ul style="list-style-type: none"> • Increase Teacher Induction Program mentor stipend to \$2,000.
ALTERNATIVE EVALUATION	<ul style="list-style-type: none"> • Clarified language codifying past practice around Alternative Evaluation eligibility. • When an educator receives “Needs Improvement” or “Unsatisfactory” ratings, they are not eligible for Alternative Evaluation in their next evaluation cycle.
ECE ASSESSMENT FTE	<ul style="list-style-type: none"> • Removed outdated contract language regarding how initial assessments are done at the preschool level.
EARLY CHILDHOOD EDUCATION (ECE) MEETINGS	<ul style="list-style-type: none"> • Meetings reduced from 6 to 3 hours a month • ECE Special Education staff could meet an additional hour as long as the meeting starts no later than 60 minutes after the last students are dismissed.
TK-5 REPORT CARDS	<ul style="list-style-type: none"> • During the second trimester, TK-5 educators will have two hours of Wednesday time to prepare for T2 report cards.
ADULT SCHOOL SALARY INCREASE	<ul style="list-style-type: none"> • 8% pay raise for hourly Adult School teachers
ADULT SCHOOL PLACEMENT	<ul style="list-style-type: none"> • All Adult School teachers hired in 2023-2024 school year shall have their salaries adjusted to reflect year to year credit for comparable teaching experience gained before their first date of paid service at the Adult School. • Adult School Teachers hired before 23-24 will be placed at the correct hourly rate for 23-24. • Adult School teachers who came into BUSD with 10 or more years of experience will receive \$5000 • Adult School teachers who came into BUSD with 4-9 years of experience will receive a one time payment of \$2500
ADULT SCHOOL CHILD REARING LEAVE	<ul style="list-style-type: none"> • Hourly Adult School educators shall be entitled to the same Child Rearing Leave as our salaried employees.

ADULT SCHOOL HOUR RESTRAINTS	<ul style="list-style-type: none"> • Removal of the hours of work limitation (currently 17.5 hours) • New language defining a vacancy
ADULT SCHOOL HOUR RESTRICTIONS	<ul style="list-style-type: none"> • Removing the part time hour restrictions for Adult School educators, allow educators to take on more classes/work
EXTENDED SICK LEAVE	<ul style="list-style-type: none"> • Extended Sick Leave compensation increased from 'differential pay' to 50% pay.
PAYROLL ERRORS	<ul style="list-style-type: none"> • Clarified timelines to correct District payroll errors including 'shall' language • Agreement to establish a HR/Payroll Helpdesk Ticketing system by August 2025.
MOUs	<ul style="list-style-type: none"> • Secondary Letters of Recommendation • Sub Job Late Cancellation • BHS Wellness center staffing • Adult School Testing Rate • HHI Pay • BTA Peer to peer mentoring • Teacher leaders at BTA and BIS • Summer School Extended Learning Teacher in Charge • Year 2 School Psychologist Interns • Social Workers in Bargaining Unit

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