

Berkeley Federation of Teachers

Key Accomplishments of 2024-2025



BFT had many victories last year in advocating for our members, our students and for quality public education.

❖ **Contract Victories**

Last fall, the 2024 Reopener Tentative Agreement passed with a 93% yes vote. BFT successfully signed a 2% salary increase and a 1% off-schedule bonus, which totals over to 15% in increases between 2022-2024. That agreement included that the District will continue to pay half of any increase in healthcare premiums, a two year unpaid leave option, Early Childhood Education meeting reductions, and an 8% Adult School Salary increase. BFT and the District's current contract expired on June 30th, 2025. BFT's 30 member Negotiations Team began bargaining in spring. Although we are still negotiating, there have been agreements for elementary report deadlines and substitutes qualifications for requestable status.

❖ **Political Engagement and Election Victories**

In November 2024, both of the BFT endorsed School Board candidates won their elections with our support. BFT endorsed candidates through a transparent and inclusive process. Many of our members are involved in the decision-making process which includes questionnaires, interviews, debate and a vote. We organized precinct walks and phone banks to support our endorsed candidates. In March 2024, BFT led the Berkeley school parcel tax campaign, passing with an 88% yes vote.

❖ **High Union Membership and Union Participation**

BFT maintained a 98% membership rate and with a large number of members making voluntary monthly contributions to our Political Action Campaign fund. We communicate with members through monthly newsletters, negotiations updates, an informative website and social media. BFT held three general membership meetings this past year and engaged members through surveys and site meetings. Our members spoke at School Board meetings, conducted community signature gathering, rallied at school sites and held two massive School Board rallies to support our contract campaign.

❖ **Statewide Engagement**

BFT leaders hold leadership roles in CFT, our statewide union. Our members went to Sacramento to lobby for legislation that supports our public schools, participated in the CFT education issues conferences, and attended CFT's biennial convention. BFT is part of the California Alliance for Community Schools and has been an essential part of the statewide "We Can't Wait" campaign with education unions up and down the state. BFT meets with the local unions regularly to organize and fight for the schools that our students and educators deserve.

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