

Berkeley Federation of Teachers

2015-2016 Highlights



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

❖ **Increased Compensation for Members**

In June 2015 the BFT membership overwhelmingly ratified a 2015-2017 contract that provided for a 10% increase in overall compensation, including an increase in the District's contribution to benefits. **Members will see a 2% increase in salary and a 3% bonus for the 2016-2017 school year starting with the September 30th paycheck.**

❖ **Improved Benefits for Members**

BFT led the effort to switch to the **CalPERS benefits system** for medical coverage, which will take place as of **January 1, 2017** pending School Board approval on August 24th. This switch will mean that Kaiser rates for Family coverage go down, and there are affordable non-Kaiser options. Members will have six different options for medical coverage. The employee cost of dental benefits will **decrease** in 2017.

❖ **Fighting for Quality Public Education**

In December and March **over 250 parents, students, teachers and community members** attended BFT events focused on **fighting for the schools our students deserve**. We laid out a broad vision for education in our community, and resistance to the negative impacts of high stakes testing, narrow curricula, and ranking students and schools. BFT led efforts to minimize the impacts of new SBA testing on teaching and learning, and succeeded in passage of a strong resolution on standardized testing at the 2016 CFT convention.

❖ **Social Justice Unionism**

Led by the BFT REALM Negotiations Team, teachers at REALM Middle School and REALM High School now have a **strong contract** including paid sick leave that accrues, due process rights, a uniform salary schedule and a compensation increase for 2016-2017. In addition, BFT was a critical partner in reform of the **BUSD expulsion policy**. The new policy opens avenues for restorative practices and will reduce the number of expulsions in BUSD. **The BFT Teachers of Color Network** sponsored five major events, including a very well attended event on disrupting the school-to-prison pipeline.

❖ **Collective Voice for Teachers on Professional Issues**

BFT fought for the lowest possible class size in the new BSEP measure, and will fight for increased prep time for 1-3 teachers in the 16-17 negotiations. Due to BFT advocacy, temp and new teachers were hired in BUSD much earlier than in past years. Online requisitions will begin this year at BHS a result of BFT activism, and this should improve the flow of supplies and services to BHS teachers and classrooms.

