



NEGOTIATIONS UPDATE

An informed membership is a powerful membership!



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BFT's Bargaining Team: Cathy Campbell, Tracey Iglehart, Dale Long, Cynthia Allman, Marcela Taylor, Denise Milner, Ed Wang

Contract Negotiations Resume in New Economic Climate

Thanks to the passage of Prop. 30, BUSD is no longer faced with drastic cuts for the 2012-2013 school year. Instead, the district has a surplus of over \$6.3 million in one-time (not on-going) dollars. BFT and BUSD negotiations teams met on January 16th to continue negotiations begun last spring when BFT won a modest 1% bonus for its members.

BFT negotiators include BFT President and Chief Negotiator Cathy Campbell and returning members Tracey Iglehart, BFT Vice-President and Rosa Parks 2nd grade teacher; Dale Long, BFT Treasurer and King CDC teacher; Cynthia Allman, BFT Secretary and Malcolm X kindergarten teacher; Denise Milner-Torres, Willard Middle School teacher; and Ed Wang, CFT Field Representative. New members are Janelle Bugarini, BHS World Languages teacher, and Aaron Glimme, BHS science teacher for AC and BIHS.

BFT Proposes Second Bonus of 10%

BFT made a forceful presentation describing the increased expectations for teachers that have created better outcomes for students, some imposed by the state and district, and some imposed by teachers themselves who are consistently willing to go above and beyond the minimum requirements for their students. Examples include Response to Intervention, Positive Behavior Support, English and Academic Language Development, Equity Rubric, "Welcoming Schools" curriculum, and many more. The success of all of these programs depends on the talented staff members who provide the ideas and energy to carry them out.

However, the deferred needs of teachers have begun to take a toll on morale and productivity. Years of stagnant salaries and increasing costs of living and health care benefits leave teachers with worries about their ability to provide for their own families and to question whether they can afford to stay in the profession and in BUSD. Many have seen an actual decrease in take-home pay during the economic crisis.

BFT pointed out that the existence of a budget surplus in BUSD is a direct result of members' contributions to the costs of health care benefits. Using the surplus for the deferred needs of employees, the heart and soul of our district, is the most strategic investment the district can make. Because the money can only be used for one-time

expenses, a substantial bonus is a perfect budgetary fit for those millions of dollars.

BUSD has not yet responded to this proposal.

BFT will make proposals about on-going compensation increases as soon as the implications of Governor Brown's proposed 2013-2014 budget become clearer.

2013-2014 Calendar Under Discussion

BUSD brought a proposal for next school year that follows the general pattern of previous years. Details are being examined and an agreement is expected soon.

BUSD Resubmits Proposal re: Article 8

In a previous session BUSD proposed to centrally assign all release teachers and special ed teachers, in addition to speech language pathologists, school psychologists and other designated instruction service (DIS) providers. On January 16th the District reiterated their most recent proposal, which does not include release teachers or special ed teachers, but still would apply to the other categories.

Support the Negotiations Team – Their Success Depends on You!

Here's What You Can Do:

February 6th – Wear BFT Stickers and T-shirts on the day of the next bargaining session.

February 13th – Come to the School Board meeting from 7:15-8:15 to help educate the Board on the economic impact of the last four years on our members. Please let us know you are coming by emailing brittalamo@berkeley.net.

March 7th – Mark your calendar for our "Teachers Across Berkeley" action after school. Your site rep will provide more details.