



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

BUSD Rejects Modest 1% Bonus Proposal

In previous sessions, BFT proposed a 1% one-time bonus to be paid from BUSD's current \$7.5 million reserves. On June 7th, BUSD responded that it would pay the bonus only if BFT agreed to two furlough days for 2012-2013. These furlough days would take effect automatically, without any further negotiations, if the governor's November tax measure fails.

BFT Chief Negotiator Cathy Campbell responded that BFT does not support a bonus at the expense of student instructional days. "BUSD's response is wrong, short-sighted and particularly inappropriate in a district with a \$7.5 million ending fund balance," Campbell said.

She pointed out that our current contract already allows for the discussion of budget solutions, including possible furlough days, and that there is no reason to lock in decreased student learning time now. BFT leaders have spent hundreds of hours this spring, as they have in past years, working with BUSD to solve budget problems on the Superintendent's Budget Advisory Committee. Each year, despite doomsday scenarios, the community has worked together to avoid drastic cuts to teaching and learning. This year the highly targeted belt-tightening has left the district with very substantial cash reserves.

Campbell pointed out that BFT members have contributed \$450,000 this year alone toward increased health care costs. This sacrifice has gone a long way toward helping avoid decreased student instruction and other painful cuts. The 1% bonus would just begin to address the hardships that members are facing as benefits and other costs of living go up.

BFT made a counter-proposal that restated our desire for a 1% bonus, but acknowledged the district's need to plan for possible failure of the tax measure. The proposal calls for negotiations after the November election on other possible changes in compensation based on the outcome of the election.

"Our bonus proposal is very modest. It will be extremely deleterious if this is rejected. If the tax measure fails, we'll all need to do a lot to figure out what's best for students. BFT has never shied away from that, but now we're being treated as if we are an obstacle to finding solutions," Campbell said.

BUSD Revises 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 direct service providers. Their most recent proposal does not include release teachers or special ed teachers, but still would apply to the other categories. BFT has not agreed to this proposal.

WHAT YOU CAN DO

We urge all BFT members to *take the initiative* this summer to learn about the governor's tax initiative, the Schools and Local Public Safety Protection Act (SLPSPA). You can do this by going to www.cft.org and clicking on "New Tax Initiative." Be ready to say "Yes!" when your union asks for your help on this crucial fall campaign.