



BERKELEY FEDERATION of TEACHERS
LOCAL 1078 AFT, AFL-CIO

SUMMARY OF TENTATIVE AGREEMENT

Agreement on Leaves (Announced Earlier)	
Unpaid Leave of Absence	<ul style="list-style-type: none"> REALM teachers who have worked at REALM three or more years will have an automatic right to take a one-year, full time unpaid leave of absence (which protects your job rights and your permanent status) if the request is submitted by February 15th of the preceding year.
Sick Leave	<ul style="list-style-type: none"> REALM teachers will earn 11 sick days per year (same as BUSD and more than the current 10 days). These days will accrue for the purposes of retirement service credit. For 2015-2016 and 2016-2017 teachers will be able to use ONLY 11 days of sick leave per year (EXCEPT in cases of serious illness or injury, or childrearing leave). Teachers who have been at REALM prior to the 2015-2016 school year will get credit for unused sick leave they had from REALM. Teachers who have worked at another district or charter school prior to working at REALM, and who accrued sick days, can arrange to have the days transferred to their balance at REALM. Sick leave may be used as part of a childrearing leave.
Sick Leave "Bank"	<ul style="list-style-type: none"> Teachers can VOLUNTARILY donate sick days to a colleague who has exhausted their own sick leave.
Extended Sick Leave	<ul style="list-style-type: none"> Teachers are eligible for up to 100 days of Extended Sick Leave where they get paid the difference between their salary and the substitute teacher's salary.
Childrearing Leave	<ul style="list-style-type: none"> Teachers can receive up to 89 days of childrearing leave. The employer will pay 25% of normal salary on these days. Teachers can use sick leave and/or SDI benefits to reach 100% of salary. Extended childrearing leave without pay is available.
Bereavement Leave	<ul style="list-style-type: none"> Teachers can receive three days of bereavement for immediate family. If out-of-state travel is required the teacher can receive an additional two days. This is NOT deducted from sick leave. On one occurrence a teacher can use bereavement leave for a person with whom the employee has a unique relationship (not immediate family).
Personal Leave	<ul style="list-style-type: none"> Teachers can take personal leave as needed. Teachers should notify the administrator prior to taking the leave. For days before or after a holiday or recess, seven days' notice is required.

Other Leaves	<ul style="list-style-type: none"> • Jury Duty • Court Appearance • Military Leave • Professional Leave • Union Leave • Medical Leave Without Pay
Agreement on 2016-2017 Calendar	
2016-2017 Calendar	<ul style="list-style-type: none"> • Start and end one day earlier (August 8 and June 9). • Replace PD day in November with teacher work day on Friday before winter recess. • Thanksgiving week off. • More instructional days in first semester.
New Tentative Agreements	
Salary	<ul style="list-style-type: none"> • 3% ongoing raise, effective July 1, 2016.
Middle School Teaching Load	<ul style="list-style-type: none"> • For 2016-2017, Middle School teachers will teach one additional period (5 teaching periods and 1 advisory period). • After 2016-2017, Middle School load reverts back to 4 teaching periods and 1 advisory period unless the parties agree otherwise.
Duty Day	<ul style="list-style-type: none"> • 7 hours and 20 minutes per day (was 7 hours per day).
Middle School After-School Collaboration	<ul style="list-style-type: none"> • Middle School pilot schedule for 2016-2017: <ul style="list-style-type: none"> ○ 8:50 a.m. to 4:10 p.m. ○ Mandatory collaboration time on Tuesdays and Thursdays from 3:35 p.m. to 4:10 p.m.
Stipends and Hourly Rates	<ul style="list-style-type: none"> • Curriculum development hourly rate = \$40 per hour (was \$30 per hour). • \$3,000 stipend for electives teachers who have more than 3 preps.
Substitute Coverage	<ul style="list-style-type: none"> • School will provide subs and maintain adequate sub list using Aesop.
Other Rights	<ul style="list-style-type: none"> • Written statement of step and column placement, FTE, and annual salary by December 1 of each year. • School will continue to provide State Disability Insurance (SDI).
August Institute Planning	<ul style="list-style-type: none"> • 5 days paid at per diem rate for up to 4 teachers from Middle School and up to 4 teachers from High School to assist with planning August Institute for 2016-2017.
Evaluation Process	<ul style="list-style-type: none"> • By September 30th, 2016, parties will agree on either a long-term evaluation protocol or an interim process for the 16-17 school year.
Expiration Date	<ul style="list-style-type: none"> • Contract expires June 30, 2017.

**The full text of the Tentative Agreement is available on the BFT web site:
berkeleyfederationofteachers.org.**

The BFT Negotiations Team recommends approval of this tentative agreement!

✓ **It's a strong compensation package.**

The agreement provides a significant ongoing salary increase (3%) for 2016-2017, putting us ahead of BUSD teachers!

✓ **It significantly improves our leave of absence rights.**

Under this agreement, we will have leave rights that are equal to or better than those of BUSD teachers, including an additional day of sick leave, the right to accumulate sick leave without limit, a way to donate sick leave to other staff, paid extended sick leave (for when normal sick leave runs out), paid child rearing leaving, and paid bereavement leave.

✓ **It includes other meaningful gains for teachers, including:**

- A substitute management system (Aesop) that will make it easier to arrange subs;
- An increase to the curriculum development rate; and
- A stipend for electives teachers who have more than three preps.

✓ **It helps address REALM's financial crisis.**

REALM's negative fund balance threatens our school's existence. By agreeing, for one year only, to teach an additional period at the Middle School (the same number of periods already required at REALM High School as well as other Berkeley middle schools), we make an essential contribution to the school's efforts to fix its budget problems.

The BFT Negotiations Team wants to thank OUR MEMBERS, whose tireless work and dedication to our students is fundamental to building the schools our children deserve. Thank you for everything you do!

The BFT Negotiations Team:

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