



BERKELEY FEDERATION of TEACHERS  
LOCAL 1078 AFT, AFL-CIO

## SUMMARY OF TENTATIVE AGREEMENT

Topic	Summary
Compensation	<p><b><u>2015-2016</u></b></p> <ul style="list-style-type: none"> <li>• 4% ongoing raise, effective September 30<sup>th</sup>, 2015.</li> <li>• 1% to benefits, effective January 1<sup>st</sup>, 2016. This will be <b>\$80/month</b>.</li> </ul> <p><b><u>2016-2017</u></b></p> <ul style="list-style-type: none"> <li>• 3.0% bonus, paid September 30<sup>th</sup>, 2016.</li> <li>• Up to 2% ongoing raise, contingent on new, dedicated state funding for Adult Education. Effective September 2016.</li> </ul>
Bereavement Leave	<ul style="list-style-type: none"> <li>• Definition of “family” significantly expanded: now includes stepparents, foster parents, guardians, father/mother-in-law, uncles, aunts, nieces, nephews.</li> <li>• Additionally, members may use Bereavement Leave for one person who is <b>not</b> family but with whom they have a unique relationship, i.e. someone to whom they are very close.</li> </ul>
Personal Leave	<ul style="list-style-type: none"> <li>• Members have the <b>clear</b> ability to use Personal Leave to attend a child’s educational event.</li> </ul>
Employee Rights— Performance Review	<ul style="list-style-type: none"> <li>• Gained a <b>clear</b> right for members to put documents that counter derogatory materials in their personnel file.</li> <li>• Gained the right for members to receive a summary of any formal complaint <b>prior to</b> being interviewed about the complaint.</li> </ul>
Powerschool	<ul style="list-style-type: none"> <li>• The Tentative Agreement requires secondary teachers to update Powerschool Gradebook at least twice a month. If BUSD switches to new gradebook software, this provision will be suspended for a semester while teachers are trained on the new software.</li> </ul>
Term & Reopeners	<ul style="list-style-type: none"> <li>• Contract covers 2015-2016 and 2016-2017</li> <li>• Contract expires June 30, 2017</li> </ul> <p>There are reopeners on <b>three</b> articles:</p> <ul style="list-style-type: none"> <li>• Article 11 (Instructional Minutes)</li> <li>• Article 13 (Class Size)</li> <li>• Article 14 (Compensation)</li> </ul>

The full text of the Tentative Agreement is available on the BFT web site:  
[berkeleyfederationofteachers.org](http://berkeleyfederationofteachers.org).

**The BFT Negotiations Team recommends approval of this tentative agreement! See reverse for more information.**

## **Why we recommend ratification:**

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

- The agreement provides BOTH a significant ongoing salary increase (4%) for 2015-2016 and it provides relief to BFT members on BUSD benefits.
- It guarantees BFT members a minimum of a 3% bonus in 2016-2017, with a strong likelihood of an additional 2% ongoing salary increase for 16-17. Furthermore, the compensation reopener means that we will not leave any potential unexpected revenue on the table in 16-17—we'll be able to bargain for it.
- The agreement solidifies the principle that new revenue should be dedicated in large part to employee compensation, whether one-time revenue or ongoing revenue.

### **It expands and codifies our members' rights in key areas.**

- By clarifying members' right to use Personal Leave to attend their children's educational events and expanding the definition of family under Bereavement Leave, this agreement improves the extent to which our contract reflects the reality, nuance, and dignity of our members' complex, busy lives and families.
- The rights codified in this agreement around personnel files and formal complaints show respect for the professionalism and dignity of our members.

### **It acknowledges that our members are working EXTREMELY hard already.**

- We believe that the article relating to Powerschool Gradebook describes what the VAST majority of our members already do.
- BFT rejected BUSD several proposals that would have dramatically increased our members' workload:
  - A significant increase in K-5 instructional minutes.
  - A proposal to increase Speech Therapists' caseloads to 62 total students, including 55 students with IEPs. This proposal represented a 37% increase in caseload.

**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: Cathy Campbell, John Becker, Dale Long, Cynthia Allman, Dana Blanchard, Aaron Glimme, Denise Milner and Ed Wang.