

**Initial Proposal of the Berkeley Unified School District to the
BCCE Reopeners for 2019-2020 School Year**

Our district's approach to negotiations will be guided by our mission, vision, values and beliefs while maintaining fiscal solvency. Our proposals will center on our mission to enable and inspire our diverse student body to achieve academic excellence and make positive contributions to our world. We will uphold our values and beliefs by making students our priority; taking pride in our diversity; holding high expectations for ourselves and our students; treating each other with respect; and acting with integrity.

Our bargaining team looks forward to collaborative, objective, and reality-based negotiations with BCCE as we prepare to meet the important fiscal challenges facing our district.

Our district will present proposals regarding the following:

Article 8 - Salary and Article 9 – Compensation & Benefits

Negotiate fair and equitable adjustments to total compensation in order to retain and recruit the best classified staff to our District, consistent with ongoing fiscal responsibility and solvency.