

**Initial Proposal of the Berkeley Unified School District to the
Berkeley Council of Classified Employees AFT Local 6192, AFL-CIO
Successor Agreement to Begin July 1, 2021**

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 articles:

Article 1: Agreement

Article 8: Salary

Article 9: Benefits

Article 11: Leaves

Article 17: Transfer

Article 18: Promotion

Article 21: Training

Article 22: Definitions